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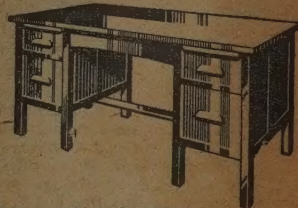
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# Local Government Service

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## Mr. PRIESTLEY DISCOVERS P.R.

NALGO members who heard the second of J. B. Priestley's Sunday night broadcasts in the series "From Bicker to Blue Anchor" last month must have pricked their ears at his appreciative reference to municipal enterprise—and public relations in particular. Describing his visit to Coventry, he said:

"In this mining camp of the motor trade, they are trying to create a proud civic spirit. Their municipal information bureau is the best I have seen anywhere. When I first looked in, I found a queue of old-age pensioners waiting to receive the fifty free bus tickets they are given every month, to encourage them to get out and about: One old lady, wiping her shoes vigorously at the door, said to me: 'Mustn't dirty this nice place, y'know.' A good sign! Too many of our public offices, designed and coloured to depress the human spirit, make you feel you want to wipe your shoes when you go out and not when you go in."

"Best of all, perhaps, is the job they are doing there to make the schoolchildren understand all the machinery of civic life and share in such fun and glory as it offers. They are shown round all the various municipal departments, and even invade the Council Chamber and the Mayor's Parlour, where the sight of the mace and chain may begin conjuring up many an ambitious daydream."

### Seeing the Wheels Go Round

"And nothing could be more foolish than to imagine that all this is foolish. It may be one of the most important activities this country can show us. I say this because, contrary to much report, although I favour plenty of communal enterprise and control, I have never regarded the State with much favour. The State is too large and unwieldy a mechanism, can easily become, too powerful and clumsy, bruising the heart, crushing the spirit, by sheer size and weight. As far as I am concerned, the more good local government there is, the better. I want government by chaps known to other chaps, and not too involved, far away, mysterious, but near at hand so that you can see the wheels going round and know who is pulling the levers."

"So let the schoolchildren, glad to be rid of algebra and dictation for the afternoon, take a look at the sewage and electricity works and go swarming through the Council Chamber and Mayor's Parlour. During these noisy visits certain seeds of interest might be sown that might shelter us yet, when they have grown and grown, from either chaos and ruin or the blind mauling of an all-powerful State."

Those are fine words, and they illustrate what has been little short of a revolution in municipal enterprise in the past five or ten years; for we could take Mr. Priestley to

scores of towns where equally enterprising efforts are being made, both to develop civic services and to let the children—and the parents too—"see the wheels going round and know who is pulling the levers." It is a revolution for which our Association can take a large share of the credit. But for its pioneer work, in preaching public relations to local authorities, nationally and locally, and but for the hard work and enthusiasm of thousands of branch officers and members, it is certain that little of this would have happened.

### Safeguard of Democracy

Two more tributes to these activities have reached us this month—the first in an article in "Persuasion," by Ald. J. E. MacColl, former Mayor of Paddington, the second in a report issued by the Consultative Committee on Publicity for Local Government. Ald. MacColl has long been one of the keenest protagonists of local government P.R., introducing it at Paddington—one of the first Metropolitan boroughs to do so—and preaching it in season and out. His article is the best we have ever read on the subject.

Local government needs public relations, he urges, for two reasons: to make sure that it is truly local, and to make sure that it is truly self-government. Should the parish pump lose its power to arouse the feeling for locality, pride in the place where we were born, worked, married, aged, then local government will lose its driving force—and when that happens, Britain will not long remain a democracy, for local government is the nursery of Parliament. It is one job of the P.R.O. to preserve that feeling for locality; and it is another to make local government self-government—to explain it to the people, to seek action from the people to match its own, to bring forward the new generation of councillors and voluntary workers, to inform the people of their rights and remind them of their duties.

It is the task of the P.R.O., Ald. MacColl explains, "to be human, and to persuade others to behave in a human way"; to make "the Council" into "our Council"; to remind all members of the staff that the council's reputation is largely in their keeping; to be on good terms with the press, bringing newspapermen, councillors, and officers into a better mutual understanding; to make close contact with local organisations of all kinds; to engage in direct publicity through publications, films, and other media; possibly to run an information bureau; and to advise his council on public opinion about its work.

The article contains a wealth of sage advice on these activities and the problems, personal, political, and administrative, which they present. We particularly applaud what Ald. MacColl has to say about the position of the P.R.O. in the administrative hierarchy.

"The average P.R.O.," he writes, "may think he is underpaid for the work he does at all hours, but his principal wish is probably for a higher status in a service in which the standing of officers is so important. At present, he is often not in a position to talk to a chief officer on more or less equal terms. He is up against councillors who do not believe in information work, others who think that all invisible exports from a town hall are an extravagance, and still others who find inconvenient the increased interest in elections or the formation of ratepayers' associations as a result of the work of a P.R.O."

Those are wise words, which every P.R.O. will echo. It is to be hoped that many members of local authorities will note them also.

The Consultative Committee's report summarises the results of an inquiry it made recently into the way in which local authorities had responded to the recommendations made in its interim report, published two years ago. It is confined to local authorities' relations with the press and is, on the whole, encouraging. Of nearly 700 councils which replied to the inquiry, 149 had reviewed their relations with the press, in most cases with beneficial results and, of the remainder, the majority reported that relations were good.

### Press Conferences Valuable

In general, it would seem that more local authorities are today observing the advice on press relations recommended by the Consultative Committee—and, before then, by the NALGO Reconstruction Committee. The majority conduct as much business as possible in open council. More than 100 send committee minutes to the press at the same time as they are sent to councillors, and 30 allow the press to attend committee meetings; but few, apparently, are yet willing to allow the newspapers to publish or comment upon committee recommendations before the council has considered them. No fewer than 79 hold periodic press conferences or discussions with the press and find them valuable. Nearly 50 have public relations committees or sub-committees, and 41 of those which replied have appointed public relations and information officers.

But the picture is not uniformly good, and the report quotes some examples of retrograde practices. One authority, for example, opposed the conduct of business in open council, because "councillors do not feel that they have the same freedom of expression as when they are in committee"; another refused to allow the press to comment on committee decisions "as it would not be proper for the debate on any subject to be influenced by a newspaper"; and a third rejected the appointment of a P.R.O. on the ground that, lacking the discretion of the clerk or deputy clerk, he would "have to err heavily on the side of caution." It is evident that protagonists of good P.R. still have plenty of missionary work to do.



# Branch Editor Speaking . . .

OF NALGO's 1,300 branches, nearly 200 now publish their own magazines. Some are good, some are less good, but all are invaluable as a means of holding members together, formulating and focusing opinion, ventilating grievances, and stimulating enterprise. Advice on producing a magazine for a branch of 1,250 is given here by

**RAYMOND S. B. KNOWLES**

EDITOR, SURREY COUNTY "NEWSREEL"

I REMEMBER distinctly exchanging with the pig-tailed girl next door copies of a crude magazine lettered in sprawling crayon upon the tattered pages of an exercise book. Whether it was those early journalistic aspirations which prompted me, or whether it was the influence of those engaging newspaper-men who flit across the cinema screen—all shirt-sleeves and go-getting—I do not know. But throughout my still tender years in the local government service, I have always been attracted to the amateur editing of branch magazines.

I call myself an amateur. But in truth I can now—despite a sorry collection of rejection slips—describe myself as a free-lance writer. But it is with feelings of warm affection that I recall the first branch magazine I edited, when I was very much an amateur. I did more than edit it. Like many other branch editors, I wrote, designed, typed, stencilled, duplicated, stapled-up, and distributed a quarto-size, slender magazine called "Brought Forward" for the Bognor Regis branch—way back in 1936 or thereabouts. And what a labour of love it sometimes seemed, even though the circulation was about thirty copies—a ridiculous figure compared with the 1,250 and still increasing circulation of "Newsreel" which I now edit for the Surrey county officers' branch.

Just before the war, too, I remember being associated with a duplicated magazine at Hornsey—but that was an unofficial one, born of a rebel group to spur on the executive committee to start a proper branch journal.

## Secrets of Success

During these years I have collected my own golden rules for the editors of branch magazines. Unorthodox though some may be, I feel sure that they will serve well the editor who wishes to give his magazine a personality of its own.

To the editors of stencilled magazines I would say that good layout is the secret of success. Entrust the work to the best typists available—and by the best I mean not merely those capable of competent but pedestrian workmanship, but those with sufficient imagination—and admittedly they are few—to display their work agreeably and to break up a page of typescript by the use of columns or the insertion of material in panels. And don't print just anything merely to appease an enthusiastic but worthless contributor; set your standard and maintain it. Don't clutter up the pages with alleged jokes. Don't repeat information and material given in LOCAL GOVERNMENT SERVICE. And, above all, keep your contributions short; if necessary, by merciless blue-pencilling.

Not least of our achievements in Surrey has been the production of a printed magazine of good quality, containing more material than the former duplicated one, yet costing less than that did. When we published a stencilled magazine, 1,000 copies cost us £5 11s., including paper, stencils, a printed cover, ink, staples, correcting fluid, and so forth, but excluding the value of the time given to its



production by our paid assistant secretary. To-day, we publish 1,250 copies of a 12-page royal octavo magazine with coloured covers, printed in black in 10 pt. Times roman type, at a net cost of only £1 5s. Printing costs £15 15s.—but we net £14 10s. from advertisements—one, on the back cover, bringing in

£4, and three inside bringing in £3 10s. each.

By editing that is severe almost to the point of ruthlessness, articles are given a punch that less economically phrased efforts could never achieve. Every inch of space is used by careful paragraphing and attention to layout; and unimaginative space-fillers, such as "Patronise our advertisers!" are taboo! Sub-titles and pungent introductory headings have made all the articles more lively.

Our greatest problem at present is to reduce the still too long time between the despatch of copy to the printer and the appearance of the magazine—for, if a monthly magazine is to be topical, this period of printing, proof correcting, and distributing must be cut to the minimum.

## Independence Essential

My executive committee, in formulating the broad lines of policy to be followed in the production and management of the magazine, has recognised how essential it is to make the editor independent. This is important, and I would advise any editor who cannot obtain complete freedom of action to resign—for no committee can run a publication. Thinking that this statement of policy may be of interest to other branches, I quote its major clauses here: "Newsreel" shall be the official journal of the Surrey county officers' branch of NALGO, providing:

- (a) reports upon meetings of the executive committee and sub-committees and of local developments in regard to service conditions, education, public relations, etc.;
  - (b) news and official information of branch sports and social activities;
  - (c) a medium for the expression by individual members of views, ideas, opinions, and criticisms in respect of branch affairs, the Association, or local government generally;
  - (d) personal notes on past and present members of the staff;
  - (e) articles, short stories, and other material contributed by members and others likely to be of interest to local government officers;
- provided that the contents shall be consistent with the objects of NALGO, and that publication of contributions on controversial subjects shall be restricted to those which treat the subject-matter in an objective, serious, and reasoned manner and that articles of a political nature shall not ordinarily be published unless they deal in like manner with topics of particular interest to the local government service, nationally or locally.

"Each issue of 'Newsreel' shall contain the words: 'Unless otherwise indicated, the views expressed in this magazine are not necessarily those of the editor or of the executive committee of the branch.'"

"The production and management of 'Newsreel' shall be under the sole control of the editor, subject:

- (a) to the right of the executive committee to require the insertion of specific material;
- (b) to the submission and approval of all estimates of expenditure by the executive committee.

"The editor shall not be required to submit for prior approval the material which he proposes to publish, and shall be free to select and publish material at his discretion and to comment as he wishes on branch affairs, but shall in the management of 'Newsreel' give effect to such general directions as are contained herein and as may be made by the executive committee from time to time and shall not without prior authority exceed the expenditure authorised in his approved estimates.

"It is understood by the executive committee and the editor that the relationship between them is one of mutual confidence, and that he is responsible to the executive committee for the contents of 'Newsreel'."



# "FUNDAMENTAL TO OUR 'BREAD-AND-BUTTER' POLICY"

## PUBLIC RELATIONS

*Condensed from a paper prepared for the first national week-end school of branch management by ALEC SPOOR, the Association's Public Relations Officer.*

**PUBLIC** relations is fundamental to NALGO's "bread and butter" policy. As a trade union, we want to obtain the best possible salaries and conditions of service for our members, and to assure them of a satisfying career. But we cannot hope to do that unless the public, whose servants they are, is satisfied of their worth. And that public is unlikely to be satisfied unless it is told what they do, understands why they do it, and recognises that it is good.

What do we mean by public relations? Some regard it as no more than a fancy synonym for publicity or propaganda, others attach to it an almost mystical significance. To me, it is both simple and straightforward. I regard the term as meaning no more, and no less, than the establishing, and fostering, of good relations between one body of people and another; in our case between the public services (and the public servants) our Association represents, and the community at large. We want the citizen to understand what we do and how and why we do it, and we want him to appreciate our work. Conversely, we must ourselves try to understand what the citizen wants that we can provide, and how he wants it, and to appreciate his point of view. The development of such mutual understanding and appreciation is public relations.

So defined, public relations involves the cultivation of a state of mind, an attitude to life and work which recognises that almost every act, and certainly every official action, must influence the attitude of the citizen.

Once that spirit has been achieved, many public relations problems will solve themselves. Officers will recognise that everything they do, from the preparation of a report and the drafting of a minute to the answering of a letter or a telephone call must influence public understanding of their work, and will strive to make their actions both understandable and acceptable. It must be the purpose of public relations policy to develop this spirit.

### Substantial Achievement

When we began our public relations work in the 'thirties, our object was to explain to the citizen the work of local government and the local government officer. Since then, we have made substantial progress. Largely as a result of our pioneer efforts, some hundreds of local authorities have taken up public relations, more than 300 have staged exhibitions of their work, more than fifty have appointed full-time public relations or information officers to their staffs, and the Minister of Health has empowered councils to spend money on public relations, and encouraged them to do so. In addition, the majority of NALGO branches have now appointed their own branch public relations officers, who engage in such enterprises as are open to them.

The success of these activities marked the path ahead for NALGO. Though the Association could never afford to engage in large-scale publicity on its own, it could persuade and inspire others to do so, acting as a fount of inspiration, ideas, and advice. This it is doing to-day, in many ways.

Last year, Conference approved a change in this policy—a change not of nature or content, but of emphasis. Recognising that, since the war, the Association had recruited (allowing

for new entrants and "turnover") up to 100,000 new members, many with little previous knowledge or experience of trade unionism and none of NALGO, and that the Association itself had become so complex that the ordinary member, unable to comprehend its many ramifications, is tempted to retire into bewildered apathy, it decided that, for the time being at least, we must give first place in our public relations work to the explanation of NALGO to its own members. Next in the order of priority, Conference put public relations for the officer, with public relations for the service and for NALGO itself taking third and fourth places respectively. But that does not mean that public relations for the service has lost, or should lose, any of its importance. Though we may change the emphasis, we must not relax our efforts.

How can we best put into practice the policy now adopted? That question can be answered fully only by each district, branch, and member. For there can be no rigid formula for public relations. Every problem must be examined in relation to its particular circumstances. What follows, therefore, can be no more than personal suggestions, which each branch or district committee might consider adopting, improving, or rejecting.

### I. Publicity for NALGO to its Members

The first step here is to decide what we want to publicise. What do the members know about the Association to-day, and how much more do we need to tell them? At every meeting of the N.E.C., its members have before them agendas and minutes running to between 200,000 and 300,000 words; and those must often be supplemented by lengthy oral explanations and elaborations. Clearly, we cannot expect the ordinary member to know all that. The most we can do is to show him, in broadest outline, what kind of body is this organisation he has joined, what it is trying to do, where he fits in, and what he, personally, can do to help.

Nationally, we are trying to do that. In recent months, LOCAL GOVERNMENT SERVICE has devoted most of its space to articles, reports, and items of news about what NALGO is doing. It may not be doing the job as well as it could be done—but we are constantly trying to do better, and I shall welcome any suggestions to that end.

Apart from the Journal, we publish from Headquarters leaflets, booklets, and other material for the fuller information of members, and send more urgent current information to branches in branch circulars. That service, also, could be greatly improved, and a sub-committee of the N.E.C. is tackling the job.

But, even though we had the fullest and most attractively presented Journal and propaganda material conceivable, the member's primary contact with NALGO must come through the branch, and the main burden of interesting him in, and telling him about, the Association must fall on the branch.

The means to be employed will vary from branch to branch. In some small branches, an occasional meeting of members may be all that is necessary. In others, departmental representatives may provide adequate contact. But in most, more ambitious measures will be essential. Of these, the branch magazine probably takes first place. Of the Association's 1,200 branches, nearly 200 publish magazines

of their own, but many more are needed.

An idea which has much to commend it, but which I have not yet heard of a branch adopting, is the "wall newspaper." With this, where staff notice boards are available, a resourceful branch secretary could present branch information in a way that would ensure its being read.

In addition, meetings, debates, quizzes, brains trusts, adaptations of such parlour games as "Twenty Questions," and the like, could all be employed to give members some of the pill of information in the jam of entertainment. It is not necessary that all these activities should be organised by the already over-worked branch officers. Most branches must possess at least one rank and file member with a flair for organising functions of this kind, and others who would help him, and the more the work is spread, the greater will be the interest aroused.

District committees might help, too, by publishing magazines or news-sheets about their work, by organising meetings of the branch propagandists for the exchange of experiences and ideas, and by circulating information of useful projects.

### II. Public Relations for the Officer

It is natural, and tempting, for us to seek a place in the limelight—but it is essential first to make sure that we are looking our best before the limelight is turned on.

Therefore, our first step towards publicising the officer must be to see that the officer can stand up to publicity. This calls for a continuous effort to improve the standards of efficiency, courtesy, and helpfulness throughout the service. When, if ever, we attain the day when every telephone call is speedily and courteously answered, when every letter receives a prompt reply in friendly, simple, and understandable English, and when a visit to town hall, electricity and gas showroom, or hospital, becomes a pleasure, our problem will have been solved.

This, again, is an aspect of public relations which only the branch can tackle effectively. The job is not easy—it may involve treading on a number of Very Important Corns—but I feel sure that it is not beyond the resources of any NALGO branch.

Once that has been effectively started, it will be possible to turn to more spectacular publicity measures. Officers with a facility for simple and graphic exposition might write articles on their work which many local newspapers and magazines would be ready to publish; others with the gift of vivid speech will find themselves in demand among the secretaries of local organisations seeking to complete a winter programme, or among the growing number of schoolteachers who are starting courses in civics. A branch might arrange one or more exhibitions of photographs showing the public servant and his job. Members who have done something specially interesting or unusual would find the regional B.B.C. director interested.

For this work, branches should seek the support of the employers—either directly or through local joint committees. All employers are, or should be, concerned to make the services for which they are responsible more efficient, and many, I am sure, would respond to an invitation to support the publication of posters, notices, filmstrips, and even films, aimed at increasing the standards of efficiency and courtesy, and to conduct training courses in such matters as letter-writing, telephone technique, and interviewing.

### III. Public Relations for the Service

This is the field of public relations work which we pioneered and to which we have devoted most effort during the last 15 years, and, since it has been covered so thoroughly



I do not consider it necessary to go into it at length here.

Many branches have done, and are doing, enterprising and rewarding work. Many have gained the support of their employing bodies. But there remain many who are doing little public relations for the service today, and I trust that more will take it up with vigour.

In this field, as in the others, effective action depends far more upon the branch than upon Headquarters. Nationally we can, as a rule, deal only with generalities—and the citizen is not interested in generalities. Only at local level can he be given that detailed information about his "own" local authority which is likely to attract his eye and ear.

The district committee, too, can play a big part by stimulating, encouraging, and co-ordinating the work of the branches. If a district committee were to list the branches in its area which had taken no part in public relations, to call their secretaries to meet the P.R.O.s of branches more active in this field—or to send deputations of P.R.O.s to the inactive branches—it could make a real impact on the problem. Having thus initiated activity, it might organise meetings of branch P.R.O.s to discuss common problems; arrange weekend schools; send its own members to address branches and local authorities; meet local teachers' organisations to consider how best to develop the teaching of civics in schools; discuss with local editors the improvement of press relations; seek out the regional B.B.C. directors and flood them with ideas for broadcasts. The opportunities are unlimited.

### Public Relations for NALGO

This is, in many respects, the most difficult aspect of our public relations policy, and one which we have, hitherto, largely neglected. But, I believe that there is much we could do to increase the prestige of the Association in the public eye, and to win greater understanding for its aims and activities. One way, which we are attempting at national level, is to initiate research into problems upon which the Association is specially qualified to speak, and to publish the results. If we can publish three or four such reports every year, we shall enhance our reputation, and increase our stature in the public eye.

Branches can best assist by playing a more prominent part in the public life of their localities. Some branches have already won a high reputation by their readiness to help in every good cause and to undertake voluntary activities of many kinds. They are known and respected—and, as a consequence, when they do find it necessary to make a pronouncement on some local problem of service conditions, what they have to say is listened to with understanding.

In conclusion, I would emphasise two points. The first is that there can be no fixed programme of public relations. Its practice calls always for improvisation, for initiative, for swift response to the needs of time and place.

My second point is that public relations is a long-term policy. It is futile to look for quick results—and impossible at any time to measure them. Mr. Warren, in his paper (printed in the October journal) mentioned the greater respect with which the public official is regarded today, compared with the popular attitude towards his predecessor thirty years ago. NALGO's public relations policy may or may not have played a part in that change of view. I make no strong claims for it. But I do claim that if we continue, develop, and press home our policy on the lines on which we are directing it now, we can hope, in the years to come, to see it reaping an ever-increasing harvest, not only of popular understanding and good will, but also of that bread-and-butter—with even a little jam—which is the Association's primary objective.

## Let Education and Entertainment be Our Weapons Against Apathy!

*It has been said that the transfer of salary negotiations from branch to national level has robbed local affairs of excitement, resulting in apathy. In this article, entered for the "L.G.S." Contributions Competition, a remedy is prescribed by*

**W. WALSH, A.C.I.S.**

NALGO is like a tree: its trunk the National Executive Council; its sap, the flow of ideas expressed in the resolutions of its annual Conference; its veins, the district and Headquarters offices; its branches (oddly enough) still the branches; and, perhaps most important of all, its leaves, the members.

The tree cannot flourish unless its leaves give it vitality and strength, drawn from the elements around them.

"Ha!" cries the pundit, "here is another exposition of the duty of members; another preacher to say what we should do." Not at all, I reply—that is the branch official's unending and wearisome programme, not mine. But I do suggest that the stimulation of members' interest is woefully neglected by branches big and small.

"Give me a child until it is seven, and it is mine for the rest of its life," Pope Gregory is reputed to have said. Though our new members have passed the age of seven, the rule applies to them. Teach them while young; hold their interest in the formative years—and, if the rest does not follow, at least you have tried.

But what happens to new members to-day? My own Gallup Poll reveals that of 25 questioned, no fewer than 23 joined because, "Well, it's the union, you know, and you must be in it if you work at the town hall. Mr. X got me to sign and I pay so much a month. No, I haven't been to any meetings. I think the secretary is Mr. So-and-So; Mr. This-or-That has something to do with it; but I don't know whether he's on the executive or not. What is the executive, anyway?"

### A Branch Responsibility

Many, to be frank, could not distinguish the aims of NALGO from those of the local Boy's Brigade or the Girl's Friendly Society—a state of affairs which is perhaps not to be wondered at when our actions are compared with those of the more militant trade unions. Nevertheless, responsibility for such ignorance rests not only on the person who enrolls new members, but on the whole branch.

I have heard that, on accepting a member, some branches send him a letter of welcome, telling him in general terms of the Association's objects, its local officers, its administrative structure, and concluding with an invitation to attend the next branch meeting. This is an excellent practice—but I confess I have never spoken to a member so received into the fold.

Even this, where it exists, does not go far enough. The active branch has other opportunities to coax the spark of interest into a blaze of enthusiasm—in particular, by means of education and entertainment. The order is deliberate. The intelligent member, to whom we must appeal, must study to escape the dungeon of the general division. "L.G.S." did an excellent job in September in bringing NALGO's facilities for education to members' notice. But such information is transient; it will not be seen by future members—nor by many existing ones, to whom "L.G.S." is a magazine written by

"Hyperion." Again, though, in theory, it should be the duty of the branch education officer to retain that information, few will do so—and fewer still will see that the new entrant is given it. Some lively branches augment what is provided centrally.

Every branch contains a wealth of talent and experience in the various fields of administration in which its members are employed, and every student wishes to improve his knowledge and ability. Why, then, should not the branch augment the member's studies with lectures and discussions? Provided they were not too frequent, this would be no great drain on the student's purse. Professional associations and others already hold such lectures but, in my view, the personal flavour of branch-arranged activities would be more acceptable. Such activities might also include the provision of libraries, educational material and instruments, and the temporary "adoption" of students by experienced members to help them where the road is rough.

### Value of Entertainment

The second stimulant—entertainment—I reserve for the less intellectual new member and the old member to whom student days are only a memory. I may have been unfortunate, but entertainment at my branch has been limited to the annual dance, costing the price of a new frock to the married, the annual picnic, ruinously expensive by reason of the pontoon school, and various odd endeavours such as a theatre outing, cricket, or bowls match. Save for the annual recurrence of the first two, all have been spasmodic, and, usually, heart-breaking to the organisers. Were branches to amalgamate for social purposes, there would be wider scope for entertainment and a better chance of harassed organisers obtaining enough money.

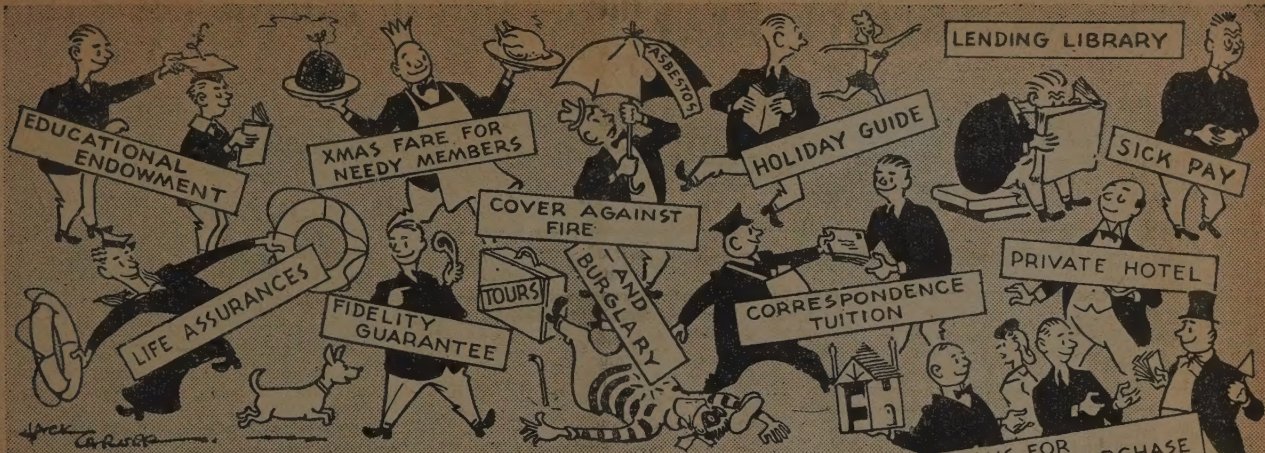
The forms which entertainment might take are legion: branch contests in all forms of sport from darts to soccer—or, if this is too difficult to organise, outings to various game of interest; the establishment of supporters or critic clubs; sports "quiz" sessions or lectures from experienced players. One branch I know ran a soccer referee's course, which might be termed both entertainment and education!

In other forms of entertainment, I see no reason why branch concerts should not be arranged. Even so well-known a personality as Wilfred Pickles might be delighted to include a NALGO concert in his wealth of experience. Again, the taste for good music may lead to the formation of an appreciation circle. The inveterate filmgoer will enjoy running his own discussion circle. And the drama fan will require little encouragement to display his histrionic talent.

To sum up, I urge that every branch should co-opt its more lively members into a joint education-entertainment committee with the object of providing educational and social activities to stimulate interest in the branch and NALGO as a whole.

Setbacks they may well expect—but booms and slumps are better than the permanent apathy which appears to stifle so many branches to-day.





## NALGO ANCILLARIES

IN addition to its trade union work, NALGO provides more protective money-saving, and educative "ancillary" services for its members than any other union in the world.

Our artist, Jack Carver, depicts some of these services in the decorative border to this page, but they are too numerous for each to be included either here or in the articles, diagrams, and photographs that follow.

Few members have derived no benefit from one or other of the ancillaries. Many have found them their main shield against outrageous fortune.

First in the field, historically, was the insurance section, known today as the National and Local Government Officers' Mutual Insurance Association Ltd., but better known as LOGOMIA. This Association was created in 1890, before NALGO itself, to provide fidelity guarantee insurances for officials of the poor law and local government services. In 1927, it extended its scope to life, endowment, fire, burglary and householders' comprehensive insurances; in 1930 (on amalgamation with NALGO), to motor car and motor cycle insurances; and, in 1936, to a scheme for the hire purchase of cars.

In 1910—five years after the formation of NALGO—came the first of its own ancillaries, the Benevolent and Orphan Fund. Since then, the Fund has spent more than £400,000 in grants and loans to 5,500 members and their widows and orphans. Today, it maintains 39 orphan children of members, supports 455 widows of members, and contributes to the upkeep of 170 homes whose breadwinner is unable to fend for the family. The fund is supported entirely by members' donations.

In 1912, the Approved Society was founded to help administer the national insurance scheme. The Society provided an invaluable service to thousands of members until 1948, when it, together with the convalescent home it owned and ran, was taken over by the Ministry of National Insurance.

In 1919, members saw the inauguration of the Correspondence Institute to provide ambitious officers with sound tuition at modest fees. A few years later a lending library of textbooks

was opened, to be followed later by schemes for scholarships, educational loans, and summer and week-end schools. Thousands of members owe their success in the service very largely to the help given them by these services.

The Provident Society was set up in 1921 to relieve the strain on slender incomes when members fell ill. Meeting an urgent need, it flourished from the start. Later, schemes for paying heavy medical expenses, death and funeral benefit, and endowments to business women, were added to the main scheme. Last year, the Society paid out nearly £94 every day to its members in benefits of one kind or another.

In 1931, despite the economic depression, NALGO opened its first Holiday Centre at Croyde Bay, N. Devon, and followed it, two years later, by a second at Cayton Bay, near Scarborough. Both centres are considered among the finest of their kind in the country, and since they were opened have provided first-class holidays at low prices to more than 100,000 members and their friends and children. In 1935, the Association added a private hotel at Rhos-on-Sea, Colwyn Bay.

In 1932, NALGO launched its own Building Society which, as may be seen from the pictograph on page 10, is at present helping 9,000 members to buy their homes with low-interest mortgages, and providing a safe and remunerative investment for members' savings totalling £7,000,000.

The Association's most recent venture was the purchase, in 1946, of a private hotel in Bournemouth which it converted into a Convalescent Home to commemorate its 2,000 members who died in the Second World War. In four years, "Knole Lodge" has helped nearly 6,000 to recuperate from or ward off illness.

Finally, there are the "special activities"—a comprehensive term for a host of small yet greatly appreciated schemes and services. These include: continental holidays and tours; a 100-page guide of holiday addresses recommended by members; a leather-bound diary containing much essential information about the Association and its work; a range of sports wear in Association colours; a motoring association; and banking and library facilities at reduced charges.



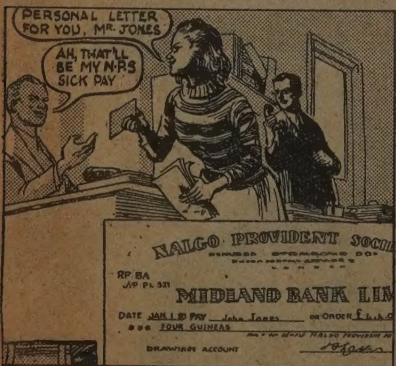
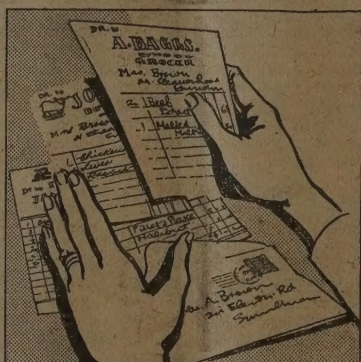
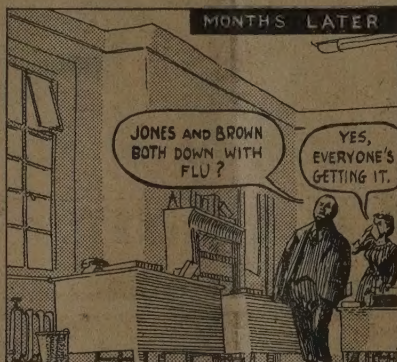
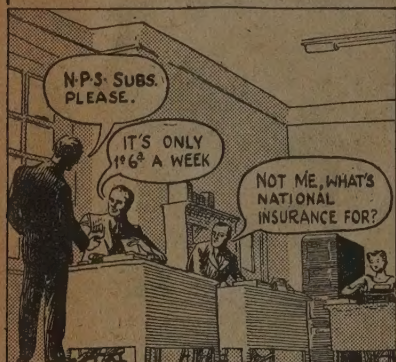
## —AT YOUR SERVICE—



# PROVIDENT SOCIETY BENEFITS MEAN SECURITY PLUS

"THAT LITTLE EXTRA SOMETHING" is the keynote of the benefits available to Provident Society members. Under its Sickness Scheme—in the form of extra income when ill: under the Hospital and Nursing Home Scheme—greater privacy and personal attention.

## How the Provident Society's Sickness Scheme Helped Him Through.



If you are ill, you get your normal pay made up by National Insurance benefit, but your income is not increased although almost certainly your expenses will be heavier.

To meet these increased "overheads," then, you need extra income to relieve you of financial worry and help you to a speedy recovery.

The Sickness Scheme provides that extra cash benefit for a very moderate contribution, ranging from 1s. 3d. to 9s. 3d. monthly to

provide from 7s. 0d. to 63s. 0d. each week during sickness.

If you are not ill? Then a large proportion of what you pay accumulates with interest in your "Rest" account. Moreover, you can have two weeks at a convalescent home in any one year, without charge.

The leaflet "Sickness Means Extra Expense" gives full details of this Scheme. Get it by sending the form on Page 11.

## HE KNEW WHAT HE WANTED

Mr. Harris was in bad shape. For some time now his leg had been worrying him, but he had not sought treatment, thinking the trouble merely a portent of approaching middle age. Finally, after pressure from his wife, he went along to the doctor.

The doctor told him that the trouble could be cured only by an operation, and that electrical treatment would probably be necessary afterwards to tone up the muscles. Mr. Harris realised that there was likely to be a difficult period ahead—time away from the office, the operation, special treatment, and then convalescence.

Luckily, Harris looks on the bright side. Despite the facilities available to him under the National Health Service, he preferred the comfort, privacy, and personal attention obtainable at his local nursing home (old family habits die hard even in a changing world). He knew that surgeon's and anaesthetist's fees, nursing home charges, convalescent home treatment, and possibly the electrical treatment in addition, would prove an expensive business. But that did not deter Harris. If the inconvenience of illness could not be avoided, at least he could get better in the way he preferred without worrying unduly about the expense.

As a member of the Hospital and Nursing Home Scheme, Harris knew he could rely on the Provident Society's help in meeting that expense. This scheme certainly helps to reduce money worries at such a time, by providing a wide variety of benefits, and that in itself assists speedy recovery.

Mr. Harris had his operation—it was performed by a surgeon of his own choosing—and he was soon on the road to good health once again. The treatment and convalescence did him a world of good and the cost—£45—in fees and expenses was met in full by the Provident Society.

Back at work, and with renewed vigour, Harris quickly enrolled eleven of his colleagues into the Hospital and Nursing Home Scheme. His actual experience had made all eleven realise that if any one of them should be ill the expense might be equally great. The scheme provides family protection against illness whenever it arises: such a project is surely worth much more than the small monthly contribution payable.



# LOGOMIA'S SEVEN AGES OF INSURANCE



FIRST BIRTHDAY -  
STARTING ON THE ROAD



HURRYING STEPS OF CHILDHOOD  
-LEARNING THE WAY OF LIFE



THE TURN OF THE ROAD  
LIFE BEGINS IN EARNEST



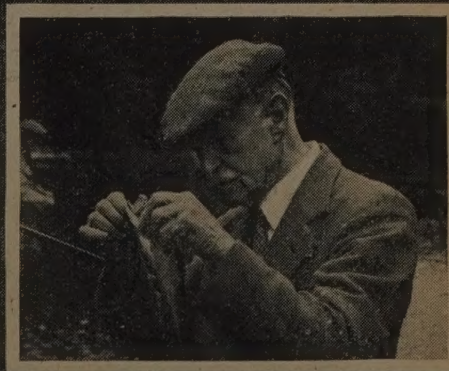
THE BIG DAY, THE JOURNEY SHARED. A NEW LIFE



.... NEW JOYS.... AND



NEW RESPONSIBILITIES, THE  
HOME THEY WILL CHERISH



END OF THE ROAD. REST, RELAXATION  
- REWARD FOR A JOB WELL DONE

AT EVERY STAGE, LOGOMIA LIFE ASSURANCES OFFER A HELPING HAND



# Six Steps to Success Under the N.C.I.'s Expert Tuition



1. Each year, thousands of members seek NALGO's guidance in securing professional qualifications. Part of its service is to provide courses to fit their needs. Their knowledge is carefully analysed before a course is recommended.



2. Tuition begins as soon as the course is chosen and deposit paid. Fees depend on costs and range between £5 and £20. The student receives study papers in a loose-leaf binder, working instructions, charts, record cards, and labels.



3. He works the course, reads recommended books (borrowed, if he wishes, from NALGO) cuts his teeth on trial questions, then tackles the test paper and posts his answers, with notes of difficulties, to NALGO, 1, York Gate, London, N.W. 1.

4. The papers are marked by tutors—all practising officers or University lecturers. Staff send more study papers and advise further reading, revision, or re-working if desirable. This process is repeated until just before the examination.

5. Records are kept of tests completed and marks gained. Reminders are sent if the student falls behind schedule. Revision notes for insertion in the binder are issued where new trends affect courses—thus keeping them right up to date.

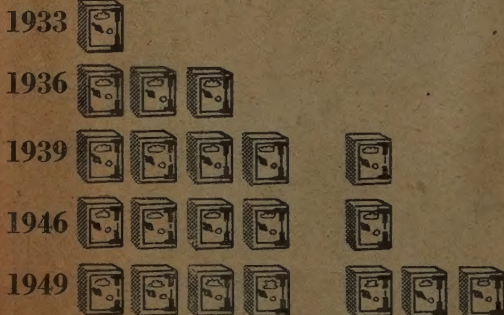
6. Though the student is responsible for establishing his eligibility for an examination, NALGO reminds him of his need to do so and sends him a "dress rehearsal" examination paper and hints on how to do his best on the great day.



If he is unable to complete the course, the student is encouraged to continue it next session without extra fee. When he finally completes it and passes the examination, he is welcome to advice on the next stage of his career.

## These Investments in the N.B.S.

## ... Were Buying These Members' Homes



Each symbol represents £1,000,000 invested



Each symbol represents 1,000 homes bought

DESPITE restrictions on building, members' requests to the NALGO Building Society for loans to buy homes are as pressing as ever. But the income from investments, from which loans are made, is not enough to meet demands.

The society is ideal for small savings, since members can invest as little as 2s. at a time and have it collected monthly.

Investments earn 2½ per cent. per annum (equivalent, since the society pays income tax,

to £4. 1s. 10d. on each £100 where the member is liable to full rate of tax); retain their value; may be withdrawn promptly; and are as safe as houses—members' houses, bought at 3½ per cent.—the lowest rate of any Building Society.



## TO FIND OUT MORE—

—about NALGO's ancillary services and now they can help you, send for the free publications listed below. Write your name and address in the margin above, tick the square opposite the publication required, tear out, and post (1d., open rate) to NALGO, 1, York Gate, London, N.W.1.

### GENERAL

All About NALGO .. ☐  
Colours Price List .. ☐

### LOGOMIA

Does Your Insurance Really Cover Them?—describes family income assurance .. ☐  
Give Him a Chance—describes children's deferred assurance .. ☐  
Educational Endowment Assurances .. ☐  
Blueprint for Happiness—describes the house-purchase endowment-assurance plan .. ☐  
Leaflets about fire, motor car, and motor and pedal cycle insurances .. ☐  
Insurance Opinion—a quarterly bulletin .. ☐

### PROVIDENT SOCIETY

Sickness Means Extra Expense—describes the sickness scheme .. ☐  
Carefully Balanced Budgets—describes the hospital and nursing home scheme .. ☐

### CORRESPONDENCE INSTITUTE

Details of courses (state qualification or single subject required) .. ☐

### BENEVOLENT FUND

The Fund—Its Ways and Works ... ☐

### HOLIDAYS

Croyde Bay Holiday Centre .. ☐\*  
Cayton Bay Holiday Centre .. ☐\*  
"Cefn-y-Mynach"—private hotel .. ☐  
Swiss Holidays .. ☐\*  
Continental Pullman Tours .. ☐\*  
\* 1950 brochure will be sent when ready.

## OTHER BENEFITS

IN addition to the many services outlined on the preceding pages, NALGO offers other substantial benefits to its members. These include:

**Swiss Holidays and Continental Motor Tours**—Last year, members and their friends enjoyed holidays in Switzerland or seeing Europe from the armchair seat of a luxurious motor coach, under NALGO guidance. Whether you are travelling alone, with friends, or in a party, NALGO will make all arrangements.

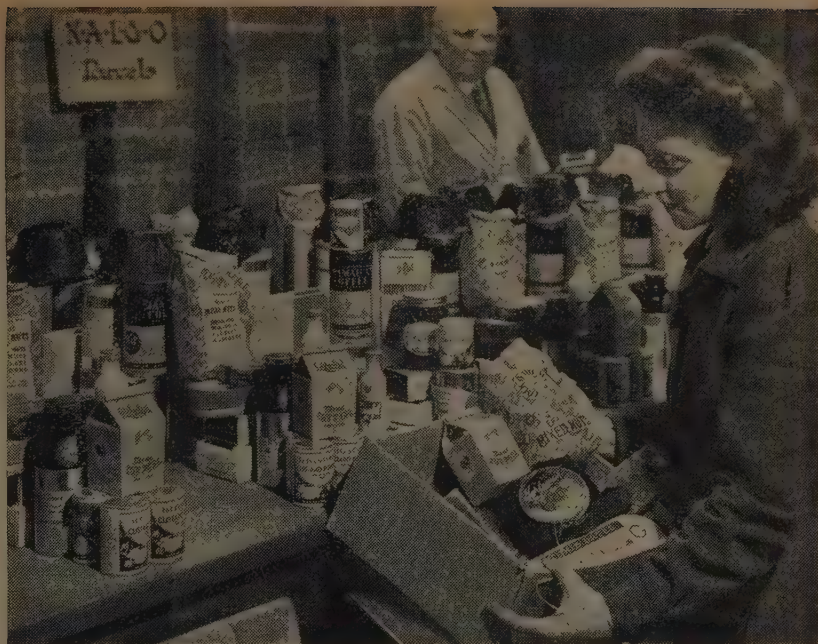
**NALGO Diary**—All active members find the NALGO pocket diary indispensable, since it contains, in addition to all the usual diary features, 34 pages of essential information about the Association and its work.

**NALGO Colours**—The Association supplies a wide range of sports clothes, including blazers and blazer badges, scarves, ties, cricket caps, ribbon, and lapel or brooch badges in the Association's colours. Recently added to this range are art silk squares at 17s. 6d. and art silk covered tobacco pouches at 6s. 6d.

**Library and Banking Facilities**—Members may take out subscriptions at Boots and W. H. Smith's libraries at reduced rates and open accounts at any of the "Big Five" banks at reduced bank charges.

**NALGO Motoring Association**—Membership of which entitles to R.A.C. membership at a reduced subscription.

**Privilege Ticket Register**—Through which members can get two seats at London theatres for the price of one.



**GOOD CHEER IN THE MAKING!**—One of the Benevolent fund hampers that left this Manchester firm's warehouse last month to bring happiness and Christmas cheer to 600 needy members, widows, and orphans. The hampers were packed with plum pudding, iced cake, nuts, dates, figs, cordial, coffee, honey, and other good things.



**WHO CANNOT MOVE MOUNTAINS?**—NALGO can bring these nearer! They are peaks of the Upper Engadine, Switzerland, where members preferring quiet holidays and walks and views in plenty find all they wish for. Here, as at the more popular centres, NALGO displays the same fastidious concern for its members' comfort and contentment.



*The Bay, Croyde*

Consolation prize

A. B. HOOKER

*Cayton Waves*

Consolation prize

F. IRELAND

*Daddy's Shoes, Cayton*

Consolation prize

C. HARGREAVES

*Croyde Can-Can*

Second prize

A. M. BAKER

*Sand Nymph, Croyde*

Consolation prize H. M. STOREY Consolation Prize J. W. MASON

*'Oops! Cayton*

### WINNING HOLIDAY SNAPS

More than 300 photographs were entered for the Croyde and Cayton Holiday Snaps Competition. They were the work of 104 photographers. Evidently men were the better cameramen, and women, with one notable exception, the better models. All entries published here and on the cover (a picture by A. W. Airston) won prizes. Thirty-one others were commended.

## Yours to Enjoy

There is no room for blues at NALGO's holiday centres. Nor are there any cheer leaders, herding, or regimentation. Friendly informality is the aim. The typical, fuss-free life is described below by

**STEPHEN DUNCAN**  
—FIFTEEN YEARS A CAMPER

IT must be at least fifteen years since I first spent a holiday at Cayton Bay. I had walked across Norway, had tramped in Germany, had seen the sights of Paris, and wanted to try something new.

A NALGO Holiday Centre seemed to be the change I wanted. But when I haltingly suggested it to my wife, she scornfully retorted "What, sleep in a tent, with water dripping down my neck . . . not likely!" and so she held forth, as only a wife can, until I gently reminded her that I was only in the General Division (that was not strictly true, since there was no General Division in those days of catch-as-catch-can salaries!) and that it was a NALGO holiday, or nothing.



Would you believe it, now that I am one of these A.P.T. higher-ups, my wife looks askance at any suggestion of a change! For that matter, so do I.

There is something different about a NALGO holiday centre, as many who visit one year after year will tell you. But I find it difficult to pin-point one single reason for it. Maybe, it is because one drops the formal "Mister" and "Miss" in favour of an identity-concealing nickname; maybe, it is because one has a sense of pride in ownership (it is ours, you know); or, maybe, it is a combination of circumstances. Anyway, there is something about a NALGO holiday that "gets you." It is a quiet holiday; it is a

### BOOK NOW!

Booking for Croyde Bay, North Devon, and Cayton Bay, Scarborough, begins on January 2.

Both centres open on May 27 and remain open until September 23 (Cayton) and 30 (Croyde). July and August are reserved for members and accompanying relatives and friends. Fee for members: adults, £5 14s.; and children, £3 13s. 6d. (£2 5s. 6d., if aged under four).

Write to NALGO, 1, York Gate, London, N.W.1, for booking form or ask your branch secretary.

not-so-quiet holiday. It is a holiday for the family man; it is a holiday for the bachelor; it is exhilarating for the clerk, restful for the health visitor. It is what you make it or, rather, what you allow others to make it for you, since, although everyone's taste differs, each is catered for.

There is little difference between Cayton and Croyde, save that of geography. It is a matter of choice—sunny Devon or bracing Scarborough. You like Clovelly; you like Ilfracombe. You like the sandy beach; or perhaps you prefer the walk through the woods from the Cayton centre to the private beach; or, maybe, you long for the Yorkshire Dales. It does not much matter as long as you like the seaside too, and need an inexpensive holiday.

The young and active members of the family play tennis, the older ones play bowls. They all take part in the less strenuous games and, if it rains (it does sometimes rain even in summer in England), father can play snooker, mother can make fancy hats out of crinkled paper for the fancy dress dance, and the young ones can have fun with the table tennis. But why should I catalogue all this when Headquarters thoughtfully provides a brochure?

Both centres have an atmosphere of friendliness, which starts with the solicitude of the manager, is fostered by the ministrations of chefs, waiters, and the rest; and is completed by the cheery good fellowship of the visitors.

Of course, one should not expect a Ritzy, two-guineas-a-day atmosphere; the emphasis is on informality, on freedom to do as one pleases, even to spending one's time in seclusion (apart from meals) if that is how one likes to spend it. It is freedom all the time, no collars and ties, no formalities, no stiff shirts, no need for introductions. Medical officers of health pull in the tug-of-war teams; town clerks do turns at concerts; borough treasurers partner youthful typists in tennis tournaments, and nobody knows or cares who's who.

What is this talk of regimentation? Of being pushed around by cheer leaders? Of being dragged out at dawn by the sound of a bugle? Of knees-bend and arms-stretch on the lawn? Those who believe that will believe anything.

The youngsters can make sand castles to their hearts' content; they can paddle in the sea; they can play in their own games room.

(Continued at foot of page 14)



*Returning to Tea, Cayton*

First prize

F. IRELAND



*Osgodby Nab, Cayton*

Third prize

J. W. MASON



# Has NALGO Outgrown its Ancillaries?

*The ancillaries were started when NALGO was a federation of autonomous branches, each fighting its own battles. They were designed to cement a membership with little else to hold it together. Today, NALGO is a great trade union, its members bound by common interests. Expanding social services are providing many of the benefits the ancillaries offer to members. Are they, then, no longer necessary?*

## "CRITIC"

*puts these questions—and shows that we still need the ancillaries as much as ever.*

THE NALGO ancillaries developed with the growth of NALGO in the years between the wars. At the beginning of that period, the Association was little more than a loose federation of local government branches, each maintaining an almost complete independence.

National negotiating machinery and national standards of salaries and service conditions were no more than dreams of the future. Each branch or guild conducted its own negotiations with its own local authority—or, more often, accepted the authority's conditions without argument. If there were battles, they were almost entirely local skirmishes. A man could be an active member of his guild, yet be scarcely aware that he was also a member of a national trade union.

The fact that NALGO includes all grades of officers—one of its characteristics in which we take pride to-day—appeared then as a factor that might lead to disunity. Older members of the Association still remember that, when superannuation was achieved, many feared that the Association would break up, since there was no other objective able to hold a heterogeneous membership together.

It was in this atmosphere that the ancillaries were established, with the frank object of attracting membership and, perhaps more

important, of retaining it in times of stress. Once a member became interested and involved in one or more of the ancillaries, it was argued, he had a powerful incentive to remain in NALGO, however violently he might disagree with its trade union policy, or however great his disappointment with its trade union achievements. Moreover, the ancillaries appealed, to a greater or lesser degree, to both senior and junior officers, and even if it was not always clear that the bread-and-butter interests of the chief officer and the office boy were identical, they had a common interest in the Association through one or other of its subsidiary activities. Thus, when first visualised by a far-sighted leadership, the ancillaries were to be a national bond uniting the branches, and the cement which would bind together their diverse memberships.

## Unity and Stability

We can now see, in retrospect, that the basic trade union interests of local government officers of all grades were, in fact, strong enough to keep the Association together. At no time in its history, indeed, has NALGO been seriously threatened by disunity. Nevertheless, the ancillaries, which have developed and flourished with the years, have undoubtedly contributed to the spirit of unity, the steady growth in membership, and the basic stability of the Association.

But, to-day, NALGO is no longer a handful of local government guilds; it is a great national trade union of local and public service officers. National negotiating machinery and national conditions of service are firmly established. The circumstances which encouraged the establishment of the ancillaries have either ceased to exist, or are fundamentally changed. Does that mean that NALGO, as a trade union, no longer needs to carry along with it a galaxy of subsidiary activities?

Some purists in our ranks have always held that the Association should stand or fall by its success or failure as a trade union, and that other activities merely tend to distract interest and to divert effort. To-day, when every officer, whether a member of NALGO or not, is directly and continuously affected by the results of the Association's national bargaining, the argument that trade union interest alone should be sufficient to secure and retain members may seem stronger than ever. At the same time, the direct benefits to be obtained from the ancillaries may seem less obvious than in the past. Welfare legislation now meets some, though by no means all, of the needs which some of the ancillaries were established to cover. Holiday and travel facilities are now so diverse and highly organised that it may seem superfluous for NALGO to remain in those fields, and dangerous for it to do so in competition with commercial interests. There is certainly less need than there was in the past to supplement the educational and training provision made

available from public funds. The ancillaries form no small part of NALGO's large and growing administrative machine and, if they are to continue, we must be sure that they do serve a useful purpose in the conditions of the present and future and are not merely a hang-over from NALGO's adolescence.

One of the effects of the establishment of national negotiating machinery is that active participation in the vital negotiations is confined to a relatively few leaders at the top, and already there is some evidence that the decline in service conditions work by branches is making it more difficult to retain the active interest of members. Exhortation against apathy is of little use if there is little for active members to do locally save collect subscriptions. Participation in, and work for, the ancillaries may be the answer to this problem—an answer which involves no risk that it will divert the interests of members from the Association's main trade union objectives.

## Voluntary Enterprise

The history of every great voluntary movement demonstrates that there is an immeasurable reservoir of enthusiastic voluntary service among ordinary men and women which can be enlisted by any activity which touches their imagination and sympathy. If NALGO is to remain, in spite of its size, a healthy democratic organisation, as big a proportion as possible of its members must be encouraged to take part in its work, and the greater the diversity of its activities the more widespread will be the response from the members.

We must remember also that all public service officers get the benefit of national awards whether they are members of NALGO—or of some other union—or of no union at all. If, therefore, the only reason we can give to members for belonging to NALGO is the service conditions all can enjoy, some may drop out of trade union membership altogether, or change from one union to another for ephemeral reasons, as the "floating voter" swings from one party to another. For NALGO to be sure of retaining its predominance in its own field it must possess something the other unions lack. That is a requirement the ancillaries can do much to fulfil.

## A Personal Service

In judging the value of the ancillaries, we should not be tempted to look only at the extent to which they can offer a service to the member at less cost than that for which it can be obtained elsewhere. Cheapness is not such an attraction as we are sometimes inclined to suppose, and I doubt if many members of the ancillaries put it first—though it is there. I am sure that a more important motive with most of them is the feeling that they will receive more sympathetic consideration, and more help in any special problems that may arise, from their own organisation than from a commercial undertaking.

In a society in which, to many, it seems that life is governed by increasingly remote and impersonal controls, we all feel the need to associate ourselves with activities which will be more sympathetic and more within our control—the need to belong to "our" society, formed to serve ourselves and our colleagues for our mutual benefit. If we utilise this impulse, which inspired the old "friendly" societies, we shall not only encourage our members to feel that there is much that is worth-while in NALGO in addition to its bread-and-butter policy; we shall also stimulate their pride in being members of a fellowship which provides by voluntary effort for many of the needs of its members. This pride in voluntary achievement and pride in service can only add to the strength of NALGO and to the benefit of our service.

Continued from preceding page.

Have a look at the brochure I have mentioned. See how the baby patrol is organised; how dances are arranged; how motor tours are run; learn of the talent at the weekly concert (all from members of the party).

If you are still unconvinced that you should spend a holiday at a NALGO centre, if you prefer formality, if you must wear a collar and tie and take a morning stroll on the promenade, NALGO still has what you require. At Rhos-on-Sea, in North Wales, there is a first-class hotel, owned by NALGO and run by NALGO, just like any other hotel, only better than most. The name is "Cefn-y-Mynach," but, unless you are a Welshman, don't try to pronounce it. I have stayed there and enjoyed it. It costs more than Cayton or Croyde, but it caters for a different taste. If you like Wales and Luxury, Cefn-y-Mynach will give you what you want.

By the way, lest you hear that you will have "local government" or "NALGO" talked at you during your vacation, let me assure you that "shop" is completely barred.

Have I not said that these establishments are yours to enjoy or to criticise? If you are holiday bent, try one of them—Cayton, Croyde or Cefn-y-Mynach. If, having done so, your opinions are not mine, tell the manager (don't grumble to the other holiday makers) or tell some member of the National Executive Council. But whatever you do, try a NALGO holiday and I think you will have the time of your life.



# SERVICE CONDITIONS NEWS

## LOCAL GOVERNMENT

### N.E.C. Rejects Equal Pay Film

ALTHOUGH the National Executive Council sat for eight hours on December 3, there is little of its proceedings we can report. Much of the time was taken up in approving the minutes of committees already reported in "L.G.S.," and most of the remainder in discussion of matters to which, since they are still the subject of negotiation, it would be unwise to refer publicly at this stage. Decisions reached included:

**Proposed Film on Equal Pay**—Miss M. TOWNSON, chairman of the special sub-committee on equal pay, asked the Council to reject a resolution of the service conditions and organisation committee recommending that NALGO do not support a proposed film on equal pay to be produced by Miss Jill Craigie. The film was estimated to cost £5,000 and Miss Townson moved that NALGO contribute £100 and invite members to make personal donations. Miss Craigie, she said, was prepared to give her services free, and was satisfied that the film could be made for £5,000 and would be given an adequate showing. But L. BEVAN, chairman of the service conditions committee, said that his committee was not satisfied that the publicity obtained would justify the cost. The experience of similar films suggested that there was little prospect of it obtaining a wide showing in the commercial cinema, while to ask it non-commercially to private audiences would be largely preaching to the converted. The Council supported this view, deciding to make no contribution.

**Grades IX and X Operative Date**—A member objected to the decision of the National Joint Council to fix April 1, 1950, as the date by which local authorities should put into effect the new grades IX and X in the Charter. It had been intended, he argued, that these grades should be operated as soon as possible, yet now a date had been settled which would allow a year to elapse between the date the scales were agreed and the operative date. As many as 38 county boroughs had not yet applied the new grades.

To this J. W. Moss, chairman of the N.J.C. staff side, said that it was because some authorities had not yet applied the grades that a final operative date had been fixed; otherwise the *laissez faire* condition could continue indefinitely. The Council accepted this explanation.

**Civil Defence**—The Council asked its law and parliamentary committee to consider issuing a circular giving guidance to members on the action they should take under the new civil defence recruitment regulations.

**Tribute to A. F. Hutt**—The Council stood for a few moments in silent tribute to A. F. HUTT, late member from the North-Western district, who died on November 5.

**Welcome to New Member**—A. BEWES, electricity representative for the Eastern district, who was taking his seat for the first time, was formally welcomed.

### Appeals Won or Pending

PROGRESS in the following appeals being brought by NALGO were reported to the service conditions sub-committee of the N.E.C. on December 2:

#### Temporary Staff

Bridlington B.C. decided in 1946 that its

*With this issue of "L.G.S." we start a new feature which will, we hope, be of value to members. On these four pages, printed on tinted paper, is assembled all the service conditions news of the past month, affecting members in the various services covered by the Association, and readily available for reference and retention if desired.*

temporary staff, other than seasonal clerks, who obtained a certificate of efficiency, should be placed in the General Division, but with reduced maxima of £260 for men and £200 for women. NALGO asked the council to adopt Charter conditions without modification. Only two temporary women officers in the entertainments department, both aged over 32, were immediately affected. After the district officer had taken up the case, the council's finance committee, claiming that the women were seasonal employees, gave each a month's notice on grounds of redundancy, though both filled established posts and were regarded as superannuable. The district officer reported a difference to the provincial council, but Bridlington declined to appear before the appeals committee. Thereupon NALGO reported a dispute to the Minister of Labour, who referred it to the National Joint Council for settlement. The N.J.C. appeals committee awarded in favour of NALGO's claim that the council should have applied the permanent scales to temporary officers retained in accordance with paragraph 43 of the second edition of the Charter.

#### Officers Dismissed

Ringwood and Fordingbridge R.D.C. dismissed one of its women officers after a delayed agreement had been reached to pay her the recognised cost-of-living bonus. A difference was reported, but the council refused to appear before the Southern-provincial council appeals committee, and the case was referred to the N.J.C. It was due for hearing by the N.J.C. appeals committee on November 30, but the council's representatives failed to appear. The dispute has now been referred to the National Arbitration Tribunal.

Stockton-on-Tees B.C. dismissed a shift foreman at the instance of the quay manager, the foreman being told verbally, for the first time, that he had been off sick too often and could not control labour. NALGO sought interviews with the council without success, and referred the question to the North Eastern provincial council. The corporation refused to accept the jurisdiction of the council, and the dispute will therefore be referred to the N.J.C.

## GAS

By L. A. GARRATT

### Constitution of National Joint Council

THE constitution of the National Joint Council for gas staffs was finally approved by the staff side on December 9, and is, therefore, now effective.

It provides for a Council of not more than 30 members, 15 appointed by the Gas Council—representing the employers—and 15 by the

trade unions concerned, of whom one-third will retire annually. Trade union representation is based on the membership of the various unions, and is as follows:

	Seats
British Gas Staff Association ..	7
NALGO ..	5
National Union of General and Municipal Workers ..	2
Other Unions ..	1

The other unions who share one seat—to be allocated to each in turn—are the Transport and General Workers' Union, the Association of Supervisory Staff, Executives and Technicians, the Gas Engineers' National Guild, the Association of Scientific Workers, the Clerical and Administrative Workers' Union, and the Association of Engineering and Shipbuilding Draughtsmen. Each of these organisations will be directly represented on a consultative committee of 20—all 15 members of the staff side plus one from each of the above.

The principal provisions of the constitution are as follows:

#### Functions

The functions of the Council shall be to provide a recognised means of negotiation and consultation in order to secure the greatest possible measure of combined action between the Gas Council . . . and those organisations representing administrative, professional, technical and clerical staffs coming within the purview of the Council and who are normally graded.

#### Objects

It will be open to the Council to take any action that falls within the scope of the functions as prescribed above, including:

1. The settlement by negotiation of the terms and conditions of employment of the staff in the gas industry.
2. The establishment of machinery for the promotion and encouragement of measures affecting the safety, health, and welfare of the staff employed by the area boards or Gas Council, and the discussion of other matters of mutual interest to the area boards or Gas Council and such staff, including efficiency in the operation of the services of the area boards or Gas Council.
3. The establishment of area joint-councils for gas staffs and the definition of the functions and scope of such area councils.
4. The consideration of matters relating to the entry into and training for the industry, and co-operation with educational authorities in arranging further education and training of staff within the industry.
5. Representation of the needs and opinions of the staff employed in the industry to the Government and other authorities, and the consideration of any matters that may be referred to the National Joint Council by the foregoing authorities.
6. Facilities for the encouragement, consideration, and utilisation of inventions and improvements in machinery and methods and for the adequate safeguarding of the rights of the authors of such inventions and the designers of such improvements.
7. The consideration and establishment of means for securing the speedy settlement of disputes in the industry.
8. The issue to the national or technical press of agreed statements that may be of interest either generally or to the industry and its employees.
9. Co-operation with other similar bodies, as the National Joint Council may decide, on matters of common interest.



10. Consideration of legislation affecting the interests of the staff and of any matters relating to those interests.

11. Co-operation with the joint councils and bodies representing other industries in order to deal with problems of common interest and where necessary establish with such councils or bodies joint standing committees for that purpose.

12. To consider measures for encouraging the inclusion of staff in their appropriate trade unions.

### Arbitration

In case the Council is unable to determine any dispute, it shall, at the request of the majority of either the Gas Council's representatives or of the unions' representatives, refer the dispute to the Industrial Court, or the National Arbitration Tribunal, or to any other agreed Tribunal for arbitration and any award made in relation to the dispute shall be binding upon the Gas Council and the area boards and upon the unions and the members of the unions.

### Machinery

The machinery of the Council follows that of the National Joint Council for the local government service. It will have two joint secretaries, one appointed by the Gas Council and one by the staff side. It may appoint an executive committee and such standing and special committees as it may consider necessary (with equal representation for each side). Meetings will be held as often as necessary, and any eight members of the Council or the executive committee may requisition a special meeting, which must be held within 14 days of receipt of the requisition. No resolution shall be carried, either in the Council or in a committee, unless it is approved by a majority of the representatives of each side.

### Area Councils

The staff side also approved the constitution for area councils, of which there are to be twelve. This constitution will be submitted to the National Council for approval at its first meeting.

It provides that each area council shall have 24 members, 12 from each side. Membership of the staff side will be decided by the trade unions concerned, in proportion to their membership in the area covered. The functions of the area council include the following:

(a) To implement agreements entered into by the National Council;

(b) To consider any matters referred to it by the National Council and to take such action within its area as may be called for;

(c) To make recommendations to the National Joint Council on any matters within its scope;

(d) To consider any matters of interest to its area, including matters referred to it by the area board or by a trade union represented on the area council, and to take action with regard to matters which affect only its particular area;

(e) To consider matters relating to the entry into and training for the industry of staff and co-operation with educational authorities in arranging further education and training of staff within the area;

(f) To arrange lectures and the holding of conferences in the area on subjects of general interest to the industry;

(g) To co-operate with regional or district councils or bodies representing other industries in order to deal with problems of common interest;

(h) To provide facilities for the encouragement, consideration, and utilisation of inventions and improvements in machinery and methods and for the adequate safeguarding of the rights of the authors of such inventions and the designers of such improvements;

(i) To establish machinery for the promotion and encouragement of measures affecting the safety, health, and welfare of staff employed by the area board and to discuss other matters of mutual interest to the area board and such staff, including efficiency in the operation of the services of the area board.

It is also provided that the area council shall consider any differences which cannot be settled locally and, if it is unable to settle them itself, refer them to the National Council.

### Staff Joint Committees

No provision is made in the constitution of either the National Council or the area councils for the establishment of staff joint committees. The employers, however, have contended that such committees are covered by clause 2 of the objects of the National Council. They consider that the actual working of the machinery there envisaged "for the promotion and encouragement of measures affecting the safety, health, and welfare of the staff... etc." should be in the hands of staff committees. They therefore agree that such committees should be formed, and that the area councils should have the duty of establishing them and defining their spheres of operation. The joint secretaries of the National Council are to draw up a draft constitution for staff committees which, when approved, will be issued as a model.

### Consultative Committee

At a meeting of the NALGO National Consultative Committee for the gas industry on December 10, it was agreed to recommend that the five NALGO representatives on the N.J.C. should be: P. ASHEN and T. FERNLEY (chairman and vice-chairman of the Consultative Committee), R. W. FLEY, J. E. N. DAVIS (chief organisation officer) and L. A. GARRATT (national organiser for gas staffs).

The meeting received the constitutions of the national and area councils, agreed to ask the staff side to press for a uniform period of one month's notice to terminate appointments, and decided to ask the National Executive Council to allocate half a day for the meeting of gas representatives attending Conference this year.

### Last Ditch Fight For Compensation

NALGO continued to the last ditch its fight for more generous compensation provisions for gas officers made redundant by nationalisation. It took part in a deputation to the Minister of Fuel and Power, it stated its claim again in the House of Commons, and it repeated it when the regulations went to the House of Lords. But in face of firm Government refusal to move, these efforts proved unavailing.

As was reported last month, the draft regulations provided that the compensation payable for loss of employment to an officer who had no reasonable expectation of obtaining compensation in the event of determination of his employment before vesting date, should be paid for a period of 13 weeks only, with an additional week for each completed year of service after attaining the age of 45 years, and with a maximum in any case of 26 weeks. In other words, whereas the compensation code contained in the Health, National Assistance, Local Government, and Town Planning regulations, provided that a redundant officer might receive compensation from the date of loss until he reached the age of 65, the redundant gas officer might not get compensation for more than 26 weeks from the date of loss.

NALGO objected strongly to this provision, and made representations to the Ministry of Fuel and Power that it was a serious departure from the compensation code con-

tained in the other regulations. The Association pointed out that there was a long record of compensation for loss of office in local government, but the compensation provisions of the Local Government Act, 1933, did not apply automatically to every local government officer.

An officer of a gas undertaking might be able to say that, if the undertaking by which he was employed before vesting date had merged or had been merged with another undertaking, there was reasonable prospect of the appropriate order containing compensation provisions. But that was not what the draft regulations provided. They merely referred to officers who, on determination of their employment by their previous employers, would have had reasonable expectation of receiving compensation for loss of earnings. This, it was submitted, might result in a complete hotch-potch, some officers having been employed by gas undertakers as a result of Orders which had contained compensation provisions, some having been employed as a result of Orders which had not contained compensation provisions, and some having entered the service of the undertakers in circumstances not connected with an amalgamation Order.

### Approach to Minister

Having received information from its parliamentary agents that there were abundant precedents for the inclusion of compensation provisions in Orders amalgamating undertakings, NALGO also stated that the position would be alleviated if the regulations referred to officers who would have had a reasonable expectation of receiving compensation for loss of office if an Order had been made providing for the amalgamation of their undertaking with another undertaking.

Representatives of NALGO (the chairman of the law and parliamentary committee, the legal officer, the chief organisation officer, and the national organiser for gas staffs), the British Gas Staffs Association, and the Gas Engineers' National Guild, after prior consultation, met the Minister on September 21.

The Minister said that the Government's policy was not to pay compensation in industries where there was no history of compensation, and the gas regulations provided an appropriate place to introduce this new principle, because the gas industry had had a varied career so far as compensation for loss of office was concerned. The electricity industry had had its own compensation code in the Electricity Supply Acts; but the gas industry had had to rely on provisions of Order amalgamating undertakings and on a scale of compensation for manual workers agreed by the National Joint Industrial Council.

He agreed, however, that the provision should be amended as suggested by NALGO in an endeavour to alleviate the position, provided that the main principle remained in the regulations. NALGO, in consultation with the British Gas Staffs' Association and the Gas Engineers' National Guild, decided to pursue its objections to that principle when the regulations were submitted to Parliament for approval.

### Commons Debate

The Association's objection was voiced in the House of Commons by T. W. BURDEN, C.B.E., M.P., on November 30. In submitting the regulations, the Parliamentary Secretary to the Ministry of Fuel and Power said:

"Whilst we have followed the electricity provisions fairly closely, there is a new provision, which is that the element of expectation has been introduced. The introduction of the element of expectation as a factor to be taken into account when assessing compensation is



based, of course, on the important differences between the gas industry and the industries for which regulations have already been made. By and large, in the other industries that have been nationalised, there was in operation, either by statute or by similar method, a code which covered redundancy when amalgamations took place . . . Because a code had been laid down, that code could be the basis when dealing with the regulations in these industries, but no such general code existed in the gas industry. Therefore, we have looked at what the gas industry did in the normal way when an amalgamation took place . . .

"When making their claims for compensation . . . claimants will be able to look at what happened when amalgamations actually took place between undertakings. Where they are not able to do that, they will be able to look at what happened generally in the industry and make their case on that. Therefore, I think that in this matter we have been reasonably generous . . . and, in point of fact, I anticipate that the great majority of workers in the industry will be able to prove that expectation."

Mr. Burden attacked the principle and suggested that it would leave a sense of injustice among the employees of the industry.

Replying to the debate, the Minister said that they must bear in mind that any expenditure incurred as the result of the regulations would be paid for by consumers of gas, who would include workers in almost every industry, many of whom had nothing like the protection which would be accorded to persons in the gas industry under the regulations.

### Raised in House of Lords

The regulations were approved. As a result of further consultation between the three organisations, objections to the principle were again raised when the regulations came before the House of Lords on December 7. In that debate, Lord TEYNHAM said:

"Why do His Majesty's Government delight in whittling away the just and due compensation which should be payable to these employees? In defence of this code, the Minister in another place suggested that, in assessing compensation, we must not penalise the consumer and place a heavy burden on him. I suggest that such an argument cannot be substantiated at all. How can a few thousand pounds of compensation affect, for instance, the price of gas to a consumer? I think His Majesty's Government should withdraw these regulations and have another look at them. Surely the Government wish to be considered as model employers in these nationalised industries."

Speaking in support of the "expectation" provision, the Lord Chancellor said:

"The test is—and the tribunal would have to determine the whole circumstances—this man, having sustained a loss by reason of nationalisation, would he or would he not, supposing he had sustained that same loss by reason of a voluntary amalgamation under commercial practice in the old days, have had a reasonable expectation of getting compensation? If he would have had a reasonable expectation, then we can give compensation now. If, on the other hand, he would not have had a reasonable expectation, then we say he should not get compensation merely because the present amalgamation is an amalgamation by the State and not an amalgamation by another gas company. That is what underlies this scheme and, if it is worked fairly, as I am sure it will be, all the criteria required to make it work fairly are available. It is plainly right that we should follow good commercial practice and ask ourselves whether, according to that commercial practice, this man had or had not a reasonable expectation of receiving compensation."

The regulations were approved by the House of Lords.



By G. W. PHILLIPS

## Administrative and Clerical Staffs Council

**AGREEMENT** has been reached on the salaries to be paid to deputy secretaries, finance officers and supplies officers of undergraduate teaching hospitals in England and Wales. The scales, all retrospective to July 5, 1948, are:

*Deputy Secretary*—£1165 x £35 (2) x £50 (2)—£1335 (plus £50 London weighting).

*Finance Officers*—£1150 x £35—£1360 (plus £50 London weighting).

*Supplies Officers*—The same as supplies officers of hospital management committees (i.e., calculated on the pointing system set out in A.C. Circular No. 3).

### Point of Entry to Scales

The following rules governing the point of entry to administrative and clerical scales have been agreed:

**A—First Appointment** (other than transferred officers)—The point of entry to any grade other than the General Division upon first appointment within the National Health Service should be at the minimum of the grade.

**B—Subsequent Appointments or change of grade**—Officers already subject to National Health Service scales at time of change to new post or grading:

(i) *Officers moving from a lower to a higher grade*.—An officer moving from a lower to a higher grade, whether by reason of a change of post or re-grading, and whether such change is at the instigation of his employing authority or his own, should enter the new grade at the minimum if this is above his existing salary. If the scales of the two grades overlap and the officer's existing salary is at or above the minimum of the new grade, he should enter it at the incremental point of the new scale next above his present salary.

(ii) *Officers moving from one post to another of the same grade*.—An officer moving from one post to another of the same grade, whether moving at the instigation of his employing authority or his own, should move at his existing salary.

(iii) *Officers moving from a higher grade to a lower grade*.—(a) An officer down-graded by his employing authority because he is considered incompetent to perform the duties of the higher grade; or an officer who, after securing appointment to a higher grade, is at his own request down-graded because he considers himself unfitted to the higher grade, should enter the lower grade at the point which he would have reached if he had not been promoted from the lower to the higher grade, or where the officer did not formerly hold any post in the lower grade, the point which he would have reached had his original appointment in fact been an appointment to the lower grade.

(b) An officer down-graded by his employing authority from other than an acting post for reasons other than in (a) above (e.g., because of contraction of staff complement) should mark time on his existing salary until his salary would have reached that point if he had been treated according to (a) above. An officer whose existing salary is above the maximum of the lower scale should remain at his existing salary without further increments.

(c) An officer moving on his own initiative, other than is provided for in (a) above, from a post in a higher grade to a post in a lower grade should enter the scale at the minimum.

(iv) *Incremental Dates*.—In all the above cases the officer will retain his former incremental date with the exception that where an officer moves from one post or grade to another and a common incremental date system is in operation in respect of the new post or grade with an incremental date different from the officer's former one, the common incremental date in operation in respect of the new post or grade will be adopted (in cases under (iii) (b), at the end of the mark-time period) and the usual rule that increments are subject to six months' service in the post will apply.

**C—Transferred officers exercising option to come on to National Health Service Scales.**

A transferred officer who exercises an option to come on a National Health Service scale should enter the scale either at the minimum, or if his existing salary is above the minimum, at his existing salary, and should receive the normal annual increments of the scale, receiving if necessary a final partial increment to bring him on the maximum of the scale. (This does not apply to transferred officers applying for a post of less responsibility. As indicated in Ministry of Health memorandum RHB(49)3, HMC(49)2, BG(49)3, such officers have no option but to accept the National Health Service salary of the new post, and should enter it at the minimum.)

### D—London Weighting.

London weighting should be disregarded when an officer's point of entry is being decided, i.e., the respective salaries to be taken into consideration in determining point of entry to a new post or grade are the officer's existing salary without London weighting (if any) and the basic salary (without London weighting of the new post or grade).

### Acting Allowances

It has been agreed that administrative and clerical officers who for any reason are called on to perform the full duties of a higher grade for a period of at least three consecutive months should be paid an allowance at the rate of half the difference between the minimum of the salary scale of their own grade and the minimum of the salary scale of the higher grade for the whole of the acting period, provided that this does not bring the total pay above the maximum of the higher grade.

### Nurses and Midwives Council

Much unrest has been caused because of the wording of the assimilation provisions set out in circulars N.M.C. 1, 3 and 4. The question has been taken up with the management side of the Council as a matter of urgency.

An early agreement is to be expected on the salaries of nurses employed in sanatoria, tuberculosis hospitals and other hospitals where the major part of the accommodation is for the treatment of tuberculosis, and in tuberculous wards of hospitals; in fever hospitals; and of nurses employed in the treatment of venereal diseases.

The staff side has now agreed upon proposed salary scales for senior nursing grades.

### Professional and Technical Staffs

#### "A" Council

The following statement has been issued by the staff side:

It is appreciated that the various organisations associated with the staff side of Professional and Technical Staffs "A" Council are receiving urgent inquiries from their members with regard to the progress of negotiations in respect of each of the professional groups concerned. The staff side some months ago drew up detailed proposals with regard to an appropriate revision of existing salaries and other conditions of service.

At the time when these proposals were submitted, a request was made to the Ministry for meetings to take place immediately in order to commence negotiations upon them. The delay in the fixing of these meetings and the commencement of negotiations has been entirely on the management side.

The management side have explained that the over-all economic position of the country has compelled the Minister of Health to examine these claims in detail and temporarily to hold up negotiations upon them, pending a decision being made at Cabinet level on the whole question of salaries and wages negotiations. While it is appreciated that the Government have a responsibility for carefully checking expenditure in connection with the National Health Service, the staff side are satisfied that the claims submitted are reasonable and should be the subject of immediate negotiation.

We have been and are pressing vigorously for a meeting with the management side in order to commence and conclude negotiations on the proposals at an early date. As soon as it is possible for the staff side to give detailed informa-



tion, we shall certainly do so. In the meantime, we would like the members of the various organisations to know that the present delay is in no way the responsibility of the staff side. At a meeting of the staff side held on November 24, 1949, the view was expressed that the delay on the part of the management side has tended to discredit the Whitley machinery and that negotiations should commence forthwith.

### Professional and Technical Staffs "B" Council

**DETAILS** of the agreements affecting dental technicians and hospital engineers have not yet been officially released for publication. I am at liberty, however, to give the following information about dental technicians:

Apprentices	Salary per annum
1st year	£80
2nd year	£93
3rd year	£112 10 0
4th year	£151 10 0
5th and subsequent years	£184
Dental Technician—£340 x £10—£360 x £15—£420	
Senior Technician—£400 x £15—£490	
Senior Technician in charge—£420 x £15—£510	
Senior Technician, Surgical—£420 x £15—£480 x £20—£540	
Chief Technician:	
Total technical staff 7—14—£430 x £15—£490 x £20—£550	
Total technical staff 15 or more—£480 x £20—£620.	

London "weighting" is payable in addition and the salaries will operate from May 1, 1949.

It is hoped to give details of service conditions in a circular to branches, and to publish details of the engineers' agreement next month.

A comprehensive document concerning salaries and service conditions of medical laboratory technicians will be published soon.

The staff side is continuing to press for a satisfactory settlement of the salaries of dispensers.

At a recent meeting of the staff side, HADEN CORSE, deputy general secretary of NALGO, resigned from the chairmanship of the staff side. High tributes were paid to his services to the council and in particular to the very valuable part he played in the formation of the Whitley machinery for the National Health Service.

I was elected to succeed him as chairman of the staff side and will be the staff side nominee for the chairmanship of the Council. I was also appointed a representative on the General Council and its general purposes committee.

### Full Tax Relief on Health Officers' Superannuation

**HEALTH** service officers who contribute under the National Health Service (Superannuation) Regulations, 1947-9, are entitled to full tax relief for those contributions.

This position was confirmed recently when an officer referred to the NALGO legal department a communication he had received from his local tax inspector intimating that only five-sixths of his superannuation contributions would count for tax relief. The matter was raised direct with the Ministry of Health, and the officer was told that a mistake had been made, and that relief in respect of the whole of his contributions would be allowed.

### ELECTRICITY

By L. G. MOSER

### Lively Interest Shown at Annual Meetings

**DURING** the last month I have spent many interesting hours reading annual reports of electricity branches, and have attended quite a few annual meetings. The reports have naturally varied in style and, to some

extent, in quality, but most reached a high standard. It is clear that the executive committees of electricity branches realise that members should be told fully what has been happening during the year, not only about the branch's domestic affairs, but also about the activities of representatives on the various NALGO bodies (such as the district consultative committees and the district committees) and on the joint bodies (staff committees, district joint councils, and National Joint Council).

Practically every branch, sometimes in spite of the transfer of groups of members to other districts, is able to record an increase in membership. This should, indeed, be the case, in view of the increase in the numbers of staff employed. Branches should see that it is the responsibility of someone in each and every office to ensure that everyone who joins the staff, either from another district or from outside the industry, joins NALGO at once, if he is not already a member of one of the other unions.

Attendances at most of the meetings I have visited have been excellent. At one, although the branch covers an area of some 500 square miles, more than one third of the membership was at the meeting—and on a wretched evening, too. Members have shown a keen interest in all that has been and is still happening.

I was particularly glad to be at the meeting of the North West London branch, at which a presentation was made to the retiring president, W. E. BATES. Mr. Bates, having completed 40 years' service in the local government and electricity services—and nearly as long in the service of his colleagues in NALGO—carries with him to his new seaside home the well-earned gratitude and good wishes of his former colleagues.

All active electricity members, having completed a year of hard work in getting their new branches into full working order, can now look forward to another equally hard. Despite present difficulties, I am confident that it will also be a year of achievement and that their labours will prove to be worth while.

### WATER

### Plans for Joint Committee to Fix Salaries

**FURTHER** steps are being taken to set up the Joint Committee for Water Engineers' Salaries:

- (1) To negotiate salaries and conditions of service for water engineers who are chief officers of water undertakings and devote the whole of their time to the water undertaking, and
- (2) To confer with such negotiating bodies as may from time to time have water engineers who are not chief officers within their scope upon the salaries and conditions of service of such water engineers.

Members in water undertakings generally are interested in this development and in efforts that have been made to give effect to the decision of the 1948 Conference that a joint council should be established to regulate the salaries and conditions of service of the staffs of water undertakings on the same basis as the National Joint Council for the local government service.

Most water staffs are in local authority employ and are subject to the decisions of the National Joint Council. Staffs in company employ have at present no national negotiating machinery; but the Water Companies' Association has indicated that it "considers that employees of water companies should, as far as possible, be given terms and conditions of employment not less favourable than those given to local government staffs."

### TRANSPORT

By J. LANCASTER

### Big Increase in "Company" Members

#### Road Passenger Transport

**AT** the beginning of a new year, transport members are naturally wondering what is likely to happen to the industry and to themselves in 1950. So far nobody knows, and do not propose even to guess. But I look forward to developments soon.

The record of 1949 is a good one. When the year opened, the staffs of only three company-owned passenger transport undertakings—Bristol Tramways and Carriage Co., South Lancashire Transport and Lancashire United, and the South Wales Transport Co.—were in membership of NALGO. The total is now 25, including:

W. Alexander and Sons; Barton Transport, Birmingham and Midland; the Black Country H.Q. and Birmingham, Leamington, Leicester and District, and Worcester and District divisions of the Midland Red Co.; Brighton, Hove and District; J. Bullock and Sons (1928); Caledonian Central S.M.T.; Crossville; Eastern National North Western Road Car; Rhondda Transport; Scottish Motor Traction; Southern Vectis; Trent Motor Traction; United Counties; West Riding Automobile; Western S.M.T.; Wilts and Dorset Motor Services.

In addition, negotiations are now taking place with five other big undertakings for the establishment of branches. The first step to securing satisfactory salaries and conditions of service for transport staffs is to build up a membership which will provide solid backing for the Association's negotiators. NALGO will do its utmost in its members' interests, but in return it expects every member to show loyalty, enthusiasm, and the will to help. That help can best be given to-day in recruiting new members.

Some agreements have been negotiated, but most, since the branches have only recently been established, are still being negotiated while other negotiations are about to begin.

The municipal transport inspectors have been patiently awaiting the result of the application made on their behalf, and it is hoped that an award will be announced early in the year.

I should clarify my statement in the November Journal that there was no negotiating machinery for clerical, administrative, professional, and technical staff. I was, of course, referring only to staffs of company-owned undertakings. The municipal transport staffs are covered by the local government N.J.C.

### Docks and Inland Waterways

An interim agreement covering the salaries and conditions of service of staffs of docks and inland waterways was signed during the year, with retrospective effect on salaries from February 1, 1949. Whilst the agreement does not provide the standards envisaged, it has at least brought some order into the former chaos. Temporary appeals machinery was established and some grading appeals are now being dealt with.

Discussions between the unions and the executive for the establishment of complete negotiating machinery are likely to start soon.

### Road Haulage

**RECRUITMENT** of staffs in the road haulage industry—begun at the strong request of the staffs themselves—has been very successful, and about 2,500 members have been enrolled. But difficulties have arisen over NALGO representation on the negotiating machinery established. This problem is being discussed at a high level, and it is hoped that it will soon be satisfactorily settled.



## READERS' FORUM

**Wage Restraint Policy—is it Folly or Commonsense?**

YOUR editorials in November and December miss the main point—that a trade union's primary function is to protect and raise the standards of its members. If that is accepted, then the union must build an organisation strong enough to resist encroachments on its members' standards and strong enough to press for the raising of these standards.

If the primary function is rejected for some other conception of trade unionism, then it will be well-nigh impossible to build a strong organisation or to prevent the rapid disintegration of a strong organisation already built.

If it is true that we are in the midst of a national crisis, then let that crisis be nationally borne. What has happened is that the standards of employees generally have been drastically reduced in the past two years—yet, if one-fourth of the sum of rent, interest, and profits for the past year alone were to be applied to wages, the result would be an increase of 19s. a week to every wage earner. Would it be wrong for NALGO to bring the fullest pressure on the Government to impose such a measure—with adequate safeguards to prevent the passing on of the wage increase to prices?

FRANK DOCHERTY.

City Collector's Office,  
Glasgow.

**Unconvincing**

YOUR argument about the "National Cake" is unconvincing, since, according to official figures, while total production has increased in the past few years, real wages, instead of increasing in proportion, have declined as a result of the rise in prices.

Since the size of the share we get is determined by the strength of our bargaining position, it is clear that to undermine that position is the negation of all trade union principles and is contrary to the nation's wellbeing, which has always depended on the spending power of the majority of its citizens. The danger of mass unemployment is not "a red herring," since the policy you advocate produced that result in 1931. You have accepted the employers' point of view far too easily, as have certain other sections of the trade union movement.

W. S. FILE

15, Downlands Close, Bexhill.

*We have not accepted the employers' point of view. What we have accepted is the point of view of the Government, of the Opposition, and of the bulk of the trade union movement—in other words, of the majority of the nation.*

**Shifting Sands**

WHAT is this "commonsense" that demands that we accept cuts in our living standards? Since June 1947, 100s. has become 91s.—real wages down 4 per cent—and this process is intensifying daily. But the share of the "cake" consumed by profits increased last year by 14 per cent.

Industrial profits and military expenditure ran and must provide the increases justly demanded by the majority of trade unionists.

NALGO is pledged to "improve the conditions and protect the interests of the Association's members." That is the voice of commonsense, the rock on which NALGO and every trade union is built; to "accept, with as much good grace as we can muster, a further lowering of our living standards" is to replace that rock with shifting sands!

KEN GEERING

37, Triangle Road, Haywards Heath,  
Sussex.

**"Making for Unemployment"**

WHAT philosophy is this which argues that it is not the duty of the trade union movement to secure improvements for its members by effecting a re-distribution of the national income through wage increases? To-day, real value of wages is falling as a result of wage-freezing and devaluation, whilst profits are rising. Had profits last year shown only the same relative increase over 1946 as wages, they would have been £700 million less than they were. Is it irresponsible to suggest that there is scope here either for price reductions or for wage increases?

Who is showing commonsense about the "monstrous red herring" of unemployment?

Despite drastic condensation of all letters published, many have had to be held over this month. Letters for the February journal must reach the Editor, 1 York Gate, Regent's Park, London, N.W.1, by January 12. Please write or type on one side only and keep them short.

In 1944, the Coalition Government produced a White Paper on Full Employment (supported by the T.U.C.) in which it was stressed that inadequate purchasing power was the fundamental cause of depression. To accept a cut in purchasing power, whilst calling for increased production is, therefore, to aggravate the factors that make for unemployment.

There are two roads before us. We can regard the crisis as temporary and capable of solution by extra sacrifices at home, together with increased exploitation of colonial peoples. That course can only lead to unemployment, the weakening of trade unionism in general and the defection of members who are not willing to pay subscriptions to support a policy which will further reduce their living standards. Or we can remember that the trade union movement came into existence not to defend profits, for which purpose appropriate organisations exist, but to demand for its members—as a first charge on industry—the right to a job with an adequate standard of remuneration.

21, Briavels Grove,  
Bristol, 6.

C. R. GIBSON.

**Three Comments**

THREE extracts from the "Manchester Guardian" recently will be of interest to NALGO members. The first is from a letter by a teacher, discussing the rejection of the teachers' claim for higher pay:—

"The rejection . . . emphasises the weak bargaining position of professional organisations which are comparatively small in numbers and ethically and temperamentally averse to anything in the nature of strike action or working to rule. The suggestion by the Prime Minister that such groups should follow the example of self-denial set by the T.U.C. is a cynical insult. Teachers, like members of other professional bodies . . . find that their share of the national pay packet is now less than ever, because the share exacted by those workers who are able and willing to strike or 'go slow' has been disproportionately increased; and that it is diminishing in purchasing power because of the rise in costs brought about by strikes and vastly higher wages. They are not impressed when the Government, defeated in its previous efforts to peg wages by the unofficial but successful resistance of the striking classes, preaches sanctimonious patriotism to professional groups which it does not fear, because they are small, disorganised, and, by training, public-spirited."

The second is a statement attributed to Mr. Edwards, secretary of the National Union of Bank Employees, in considering the consolidation of salary and war bonus for bank staffs:—

"He regarded theirs as an exceptionally modest claim, and believed that they would have been

justified in asking for at least 30 per cent . . ."

The claim is for a cost-of-living allowance of 20 per cent of salaries.

The third is from a report of a speech made by Mr. Herbert Morrison, Lord President of the Council:—

"The professional and middle classes have discovered, and all working people can learn profitably from them in this, how to use a margin of money and leisure in order to keep abreast with their study and thought, to improve their skill, and widen their knowledge by travel and by taking part in voluntary activities. If they are deprived of this margin industrial advances are hampered and the great fund of originality, skill, experience and voluntary effort, on which British progress largely depends, is cut down."

I forbear to comment on this, beyond asking sadly, where is the margin for us?

DEPRESSION.

**Production the Key**

YOUR December editorial was a courageous and, for the most part, commonsense article and I am glad that you have exposed the weakness of Mr. Rosenfeld's and Ajax's arguments. Many of us agree with Mr. Rosenfeld that the economic crisis might be tackled by measures such as the reduction of armaments' expenditure and higher taxation of profits, but, as you rightly point out, such measures are outside the scope of NALGO, which must take the situation as it finds it.

Your correspondents omit mention of the Chancellor's pre-requisite for increased wages—higher production. There is just as much reason to apply this doctrine to the local government service as to mining or textiles. The case for better salaries and conditions would be stronger if each branch could show that it had, through its local joint committee, made suggestions for greater efficiency, and given a little extra effort to routine daily tasks.

W. M. BENNETT.

Hornchurch Branch.

**Need for Sacrifices**

WE cannot dissociate our personal fortunes from those of the nation, which is confronted with the certainty of an economic crisis unless sacrifices are made by all. Such a crisis would probably hit local government officers first and very hard. They will best serve their long-term interest by doing whatever is required to prevent that crisis occurring.

After Russia came into the war, the British Communists, who had been opposing increased production at the time of Dunkirk, became its most active advocates on the ground that the future of the nation was at stake. A similar situation obtains to-day and it justifies you in giving the lead you have done in this matter. I, for one, heartily agree with you. Am I in the minority?

J. N. MARTIN.

Town Hall,

Hampstead.

**An Emergency Conference?**

MAY I draw attention to the following motion passed by Birmingham Branch (5,500 members) at its annual meeting?

"This annual meeting views with grave concern the lowering of the standard of living of officers in local government and transferred services since the annual Conference, and calls upon the National Executive Council to organise an emergency Conference, with a view to re-discussing service conditions policy in the light of the changed situation and the need to defend and protect the interests of members against further threats to living standards."



Under Rule 21, "A Special Conference may be summoned not later than one month from the receipt of a written requisition signed by the chairman and the secretaries of ten branches authorised by resolutions passed at general meetings of the said branches and accompanied by a deposit of £100. Such deposit shall be dealt with as the Special Conference may direct."

May I appeal to all branches who are fed up with the policy of passive acceptance of worsening conditions to call general meetings to discuss the need for a special Conference? And hurry, the need is urgent!

D. T. VEALL.

155, May Green Lane,  
Bournville.

## ECONOMY CUTS? "No Discrimination"

THE Croydon branch has invited other branches to resolve to inform Headquarters that they would deprecate (or resist) any lessening of the service conditions of public officials unless and until other sections of the community are compelled to make an equal sacrifice.

Whilst we would, if national conditions made it necessary, reluctantly accept some deterioration in our conditions of service, we feel strongly that we should make it widely known that we, as public officials, would not be prepared to suffer more than other sections of the community. Any further sacrifices that may become necessary should be made at the same time and to the same extent by all—employers, professional workers, manual workers, etc.—and we feel that it would be wise to let the N.E.C. know this in unmistakable fashion.

In our view, NALGO should make contact with the other trade unions representing public officials so that it may be ready to show united resistance immediately in the event of any suggestion of discriminatory pressure or action against public officials. A clear indication that they would not "sit down" under treatment that discriminates against them alone, could do nothing but good.

LESLIE J. A. MOIR,  
Croydon Branch. Hon. General Secretary

*Is not Croydon crying before it is hurt? NALGO has had no hint of any move to reduce present standards or to discriminate against public officials. Were such move to be made, it could be made effective only by agreement of both employers' and staff sides of the national joint councils concerned—and the staff sides would certainly not agree. That is a major advantage of Whitleyism; whilst it may not always be easy to win improvements from reluctant employers, it is impossible to enforce reductions which the staff refuse to accept.*

## PAY PACKETS TODAY Comparisons with 1939

THERE must be many who, like myself, blinked at your assertion that the bulk of members within the Charter grades had obtained salary increases ranging between 60 and 100 per cent. Admittedly, those at the top and the bottom have benefited substantially—and I notice that the figures you quote from time to time invariably relate to the General Division—but what of the middle stratum, those officers whose pre-war salaries were in the £400—£450 range?

From my own experience, and that of others of my acquaintance, they have been placed in whatever Charter grading most nearly coincided with their salary at the time of the change-over: the addition of bonus and weighting, if any, bringing the total Charter salary up to a figure between 20 to 30 per cent above that for 1939.

If the rise in the middle-class cost of living is estimated to be 90 per cent, and the bulk of members have obtained increases of between 60 and 100 per cent, then it is clear that this particular class of officer has suffered a severe and unwarranted retrogression! Are they so few in number that they can be written off for the common good, like the few days' additional holiday entitlement?

AUDI ALTERAM PARTEM.

London, S.E.9.

## A Correction

IN your footnote to the letter from A. Blue, Glasgow, in the December journal, you said that the General Division clerk got £4 14s. 2d. a week at 22 and £7 8s. 1d. at 32. May I respectfully point out that, according to the Charter, the weekly salary of a General Division

## NALGO Wants—

### Deputy General Secretary

Applications are invited for the appointment of a deputy general secretary. The salary will be on the scale £1350 x £50 — £1600, and the officer appointed will be included in the Association's superannuation scheme.

Applicants should have held a position of responsibility, and have knowledge and experience of administration, the public services, and the work and practice of trade unions or organisations of professional, administrative, technical, or clerical workers. Duties will be largely, but not exclusively, administrative.

Applications, giving names of three referees, must reach the General Secretary, NALGO, 1, York Gate, Regent's Park, London, N.W.1, not later than Monday, January 16.

clerk at 22 should be 7/365ths of £245, i.e. £4 13s. 11d., and at age 32 £7 7s. 8d. A matter of coppers, I agree—but which may cause some comment from members of the General Division.

W. ACKERLEY.

Treasurer's Department,  
Town Hall,  
Runcorn.

Mr. Ackerley is, of course, correct. We took the lazy course of dividing the salary by 52.

## Increments and Salary

I CANNOT believe that you are so ingenuous as your comments would suggest, and I therefore conclude that the reiteration of your peculiar views on annual increments follows naturally from your acceptance of wage-freezing and the necessity thereby created of "sugaring the pill" for the average member.

The truth is that the General Division officer between the ages of 21 and 30 has the same salary to-day as his counterpart had in April, 1946, when the Charter came into effect and that, consequent upon increased prices, the "real wages" to which he was reasonably entitled have been reduced. To talk of scale increments being "some compensation" is therefore utter nonsense. Come off it, chum!

H. SUTHERLAND.

Mr. Sutherland is, of course, perfectly right. We have never argued that increments represented a salary increase compared with the position in 1946. We merely pointed out that it was wrong to compare the rising salary of the public service officer with the fixed wage of the manual worker without taking increments into account.

## GENERAL DIVISION Plight of Younger Men

THERE must be hundreds of young men who are annoyed, as I am, by constant bickering of L.G.O.'s in the A.P.T. Grades over "inadequacy" of their salaries. It is officers in their early and mid-twenties in General Division who are getting by far the worst deal in local government to-day. They are the lowest paid in the service and, in fact, in any profession or industry.

Can it be honestly said that officers in the age-groups are performing duties consistent with those of an office boy?

Let me forestall the reply: "Study to obtain a professional qualification," by saying that I, and many others, have studied—and have been successful (in my own case, a middle-intermediate). But an examination certificate is no "open sesame" to higher-paid posts, the establishment is not there, one must wait on an income lower than that of a labourer. How can one maintain a home in such circumstances?

We are tired of reading that Conference has instructed the N.E.C. to press for a reduction in the age at which the General Division maximum is reached. It is time we had some action not after next year's Conference, but now!

"YET ANOTHER TWENTY-THREE."

## Pensioner's Rebuke

I HAVE read with disgust the recent letters in "Local Government Service" alleging that salaries are too low and blaming the National Executive Council. But for NALGO leaders in the past and to-day, these members would not be as well off as they are. To-day the office boy gets more pay than I did as a Poor Law officer controlling 26 parishes and doing 156 miles a week on a push bike. At 30 years' service, I finished with a pension of £40. Comparable officers to-day get more pounds than we old ones do shillings.

If members are so dissatisfied with the Association that has done and is doing so much for them, then I say, let them find a better one if they can. They will never find one more deeply attached to their welfare.

THE PILGRIM

## SICKNESS ON HOLIDAY N.E.C. Statement Criticised

MY branch submitted to the Aberdeen conference a motion requesting inclusion in the Charter of a clause to provide that an officer who is absent through sickness on any of the statutory or general national holidays should receive sickness payment or compensatory leave for such days.

We pointed out that we had in mind primary transport inspectors and others whose duties normally required them to work on such holidays, and who must, therefore, regard them as normal working days.

In replying for the N.E.C., Mr. Ashton said that he had no patience with such a claim and that the staff side had many important and serious issues to deal with which ought not to be hindered by such a "niggling matter."

My executive committee has given serious consideration to Mr. Ashton's speech and takes strong objection to it, especially to the use of the term "niggling." To those who work on public holidays, it is far from being a "niggling" matter.

We are not complaining of the Conference decision, but we deprecate the attitude of impatience of the N.E.C. and its speaker to earnest claims of a small minority of members.

We should be glad to hear the views of others who are required to work on public holidays, and who, when sick on that day, lose their day off in lieu.

18, Radnor Drive,  
Southport.

WM. MILNE  
Branch Secretary.



## NALGO AS FRANKENSTEIN?

## Chaos and Frustration

My branch views with some uneasiness the present trend in the organisation of NALGO and the shaping of its policy for the future. With the nationalisation of gas, electricity, and transport services, accompanied by the transfer of certain health and former poor law functions from the control of local authorities, it is inevitable that the ranks of local government officers should be depleted. In the opinion of my branch, this called for a closing of the ranks and the stimulation of the interest of the still considerable remainder. Our former colleagues no longer share the bond of common employment as local government officers and, while we sincerely wish them prosperity under their new masters, it is our opinion that, in the interests of all concerned, they would be well advised to establish their own trade union associations, with possibly some form of affiliation with NALGO at national level.

Unfortunately, NALGO has seized upon the administrative changes enumerated above as an opportunity to expand its membership. The result has been to cause disruption and overlapping at local level, and confusion and bewilderment at district level, where the multitudinous reports of committees, sub-committees, and consultative committees distress the humble branch delegate trying to take an intelligent interest in the proceedings. Furthermore, if Conference can be regarded as indicative of matters at national level, the verdict must be chaos and frustration.

Unless the rank and file are prepared to make some positive expression of their opinions, the intimate comradeship of NALGO membership will be lost for ever in this Frankenstein's monster of our own creation.

B. LEIGH,

Stafford and District Branch. Hon. Secretary, on behalf of the Executive Committee.

Is not the Stafford branch taking a short-sighted view? About 60 per cent. of present electricity staffs, and many thousands of the staffs of the gas and national health services were members of NALGO before nationalisation, and had the benefits of its ancillaries. What would they think of a union that said to them on vesting day: "Goodbye—you have been loyal members of NALGO, but we are finished with you now. From to-day, you must fend for yourselves?" And what would other members now threatened with nationalisation think of it? Deserted by NALGO when they most needed it, and forced to join other unions, would they want any form of affiliation with it? By retaining these members, and having the negotiation of their conditions, NALGO has secured virtually Charter standards for the electricity and health services. Had lower standards been agreed—as they well might without NALGO—they would have been used to depress local government standards. We are members one of another.

## THE DEPUTY MAYOR

## Problem of Etiquette

Can you tell me the correct way to address a deputy mayor? I find three schools of opinion on this subject among NALGO members. One contends that all correspondence should be addressed to him as deputy mayor and that he should always be referred to as "Mr. Deputy Mayor," even in the presence of the mayor; the second, while agreeing that correspondence should be addressed to the Deputy Mayor, holds that in the presence of the mayor he should be referred to as Mr. Councillor So-and-so; while the third argues that he is entitled to be addressed or described as "Mr. Deputy Mayor" only when he is acting for the mayor in the mayor's absence.

MUNICIPAL OFFICER.

## MY BOOKSHELF

## Launching A New Government Department: Codifying the Law: Planning Warwick

By EDWARD KAY

THE social legislation of the post-war years has probably caused more administrative upheaval than has occurred in any comparable period. Hundreds of thousands of local and national government officers have changed their jobs, helped to create new services, and suffered drastic official—and often domestic—re-orientation.

To-day, some of these administrative revolutions can be seen in historical perspective. What at the time seemed a series of muddles and annoyances may now be viewed as parts of a more or less planned process. A valuable

promotions system." Promotion, he points out, is more important to a public official than to his compeer in private employment, for the former cannot change his firm. A bad promotions system fosters corrosive discontent and is worth any trouble to avoid.

## The Law and Ourselves

Two new books on the law will be useful not only to practitioners and students but to all whose work is defined by statutes and their interpretation. *Current Legal Problems*, edited by GEORGE W. KEETON and GEORGE SCHWARZENBERGER (Stevens, 21s.) is the second volume of a series of lectures given at University College, London, on a variety of contemporary topics. Two of special interest are D. LLOYD'S *Codifying English Law* and Professor E. C. S. WADE'S *The Constitutional Aspect of the Public Corporation*. Mr. Lloyd writes trenchantly of what Cromwell called the "tortuous ungodly jungle" of English law. He wants codification not merely in the restricted sense of bringing together in one Act all the legislation on a particular topic, but in the broader sense of creating a code of English law, comparable with the classic *Code Napoleon* and its numerous imitations. This would embody the basic principles of the law, and largely supersede case law reports. Such an undertaking, vast though it would be, would justify itself by making the law simpler, more accessible, more certain, and much less expensive.

Professor Wade traces back the history of the public corporation (sometimes thought to be a novelty) through the forty-year-old Port of London Authority to the nineteenth—and even eighteenth—century *ad hoc* local authorities for sewers, paving, turnpikes, schools, or health, and discusses how the efficiency of the new corporations may be suitably controlled without hampering their free day-by-day operation.

## Doctrinaire

A less convincing book is Lord Justice DENNING'S *Freedom Under the Law* (Stevens, 8s.) embodying a series of lectures in which he eulogizes the English law and denigrates that of other people in good round terms. The book is that of an advocate rather than a judge, and makes the modest English reader feel like mother's good little boy being upheld before his delinquent sisters; even commercial advertisers do not commend their wares by decrying those of their neighbours. The author also makes the familiar but irritating lawyer's assumption that judges embody the highest wisdom and the most impeccable moral standards, and are free from the predilections and weaknesses which beset the executive government.

## High Adventure

"High Street and Jury Street were not built to copybook rules: [their] architects and builders were men who built in a spirit of high adventure. It is to be hoped that all new building activity will reflect this spirit." Anyone who has fallen victim to current propaganda seeking to represent town planners as academic dreamers should read the book from which this quotation is taken. It is *Warwick: Its Preservation and Re-Development*, by SIR PATRICK ABERCROMBIE and RICHARD NICKSON, published at 12s. 6d. by the Architectural Press for the Warwick borough council. The authors combine expert understanding with plain sense; they appreciate equally the town's historic and aesthetic appeal and its modern needs.

## "This Local Government"



study of that process is provided by H. V. RHODES, of the Ministry of National Insurance, who, in a fifty-page booklet published by the British Institute of Management, gives his impressions of *Setting Up a New Government Department* (2s. 6d.). Though his theme is a major national operation, involving a staff of 36,000, much of what he says is of general application and equally relevant to the creation of a new local authority service.

The book is distinguished not only by technical knowledge but, even more, by a wise human outlook. For example, Mr. Rhodes endorses a remark made to him by the late Lord Melchett that the efficiency of a concern depends as to about 80 per cent. on staff selection and as to only 20 per cent. on organisation.

The cardinal importance of staff relations, in fact, comes out again and again. Early in the preliminary discussions about the new department, he tells us, discontent arose because the staff feared removal to a remote part of the country. "Some negotiating machinery was necessary at once... The early introduction of Whitleyism was of advantage. It defined at the outset a clear arena for the discussion of labour and management problems and for the exchange of views, and gave an assurance that these matters were regarded as of first moment." He found, too, that it fostered the all-important team spirit.

"But," Mr. Rhodes goes on, "possibly the most potent single cause in those early days was the introduction of a common



# MAGAZINE MISCELLANY ★

being extracts, grave and gay  
from current branch magazines

WHEN Southern district elected me, with Mr. Yea, the District Secretary, and Mr. Day, of Oxford, to represent them at the first national branch management school, I protested against wasting my time in more NALGO bluff. Now it is over, . . . I gather I will not be the only one going back to district in strange reverse to express appreciation for the honour of having been their representative.

The papers presented . . . were all meat (Prime British) with little potato, and liberal mustard was provided by the discussions. Here are a few personal observations:

**Whitleyism:** Other unions are envious of the structure NALGO has obtained.

**Provincial Councils:** Those who say "they do not work" should be the last to blame the machinery.

**Headquarters:** A Team. Each an expert at his job—if allowed to get on and do it . . . meaning—their work is cluttered up dealing with individual inquiries where decisions have failed to get through to the members.

**District Officers:** Should have a monument!

**Service Sections:** The strength of NALGO in electricity may mean far more favourable conditions than in gas, transport, health, where it is to the advantage of existing NALGO members to increase their numerical strength.

**District Committees:** A vital link now that negotiations take place at such a high level and NALGO is more a pulse and information service. Much evidence that average members are unable to get a connection.

**Joint Committees:** In some branches have

shown really first-class co-operation—and results.

**Secretaries:** "The branch gets the secretary it deserves . . ." except when it gets a better one.

**Education:** The employers still regard most of us as unskilled labour . . . and where is the argument against?

**Public Relations:** Faint signs of its vital importance permeating to the all important "just a member" folk.—B.G.H.—Condensed from "Local Notes," Southampton.

## Personal Reminder

**RATEPAYER:** "I would like to thank you for the courtesy you have shown me."

**Official:** "It is only what is expected."

**Ratepayer:** "But it is not usual."

What an indictment! We confess we were rather shocked to hear such a statement from a member of the public. Was it justified? Have the corporation staffs become so disgruntled that they cannot be courteous to the public? Whatever the result of your grading appeal, your future prospects are not made any brighter by upsetting the public who, after all, elect the Councillors who ultimately decide your salary.—"Guild Journal," Manchester.

## Pass the Ammunition

EACH advance in salary or service conditions negotiated by our representatives has originated in the mind of one NALGO member or other. So, remember that every plea that you place before your departmental representative will be considered and, if thought reasonable, will be pressed to a conclusion at the

highest level, whether locally or nationally. Thus, it is possible for one person's idea (perhaps only a "grouse" at first!) to affect the life and career of 200,000 officers. Guild Journal, Sheffield.

## IN LIGHTER MOOD

### Easy Solution

We've got some letters to answer:

A telephone call to put through;

A rude retort and a long report;

And we don't know what to do.

What did we do the last time?

What did we do before?

No one will blame us if we do the same

So we'll do what we did before—

Ding-dong, ding-dong—

We'll do what we did before.

—"The Guildsman," Birmingham

## Local Government in Court

Judge (to K.C.): Mr. S—, I must insist that your client gives a prompt reply to questions.

K.C. (to Judge): Your Honour, my client is a local government officer and as such he is very cautious in replying to questions.

Judge: What is a local government officer?

K.C. (after pause): Your Honour, I feel that I ought to be very cautious in my description of one. —"Newsletter," Essex County

"WHAT is syntax?"

"Good heavens! Are they trying to tax that now?"

—"Commentary," Bucks County

## THRIFT and INTEREST

"The rate of interest has always and everywhere been greater than zero."—Professor M. Allais (1947).

Our quotations are usually taken from the more distant past, but this truism comes from a comparatively recent Paris publication, "Économie et Intérêt" in the Librairie des Publications Officielles.

Although it is interesting to speculate on the shape of things to come when perhaps money will be such a superfluous commodity as to attract only a negative

rate of interest, those offered by the Nalco Building Society have always been greater than zero and it is expected that in the foreseeable future the funds invested by members will continue to show a positive return. The interest yield now is as positive as may be obtained elsewhere with the same measure of security and we are open to receive investments up to a maximum of £5000.

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# Tea Leaves . . .



*are such wishful thinkers!*

FORGIVE us for spoiling some homely fun, but we just can't believe that the tea-leaves *really* know more about our future than the cup knows about our past.

Aunt Jane (bless her) never tires of telling us that the "happiness" near the handle means "happiness and good fortune says, my dear." And if she should tactlessly tell us that the "trouble" means trouble, well, we can always humour her by having another cup of tea and persuading her to try again. After all, we are prepared . . .

The future means so much to us that we prefer to do more

than peep into its mysterious depths. We know that one day our ship will come home and that, if misfortune should come our way, the blow will be lessened.

The answer? Life assurance with LOGOMIA. Policies to meet every need and at moderate cost. No irksome restrictions, and premiums payable by monthly instalments, if desired, without extra charge.

Aunt Jane says a "bridge" in the tea-leaves means something very beneficial will result from a wise decision. So what about putting down that tea-cup, picking up your pen, and completing the coupon below—right away?

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Ask your Local Correspondent for "Insurance Opinion" No. 4—January, 1950

**INSURANCE**



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IN an effort to throw the light of scientific research on the Litter Problem, our council last summer appointed a professional Special Observer to conduct a comprehensive investigation.

Carefully selected questions were framed by the general purposes committee after a long debate, and approved by the council. The Special Observer was instructed to put each question, at the rate of one a day, to one hundred members, picked at random, of the

My little bit don't make much difference. 31  
What the heck are you talking about? 10  
(See Note 3).  
I'm a bit of an anti-Socialist myself, mate.  
Yes, Algernon, if you'll take me to the pictures this evening (See Note 5). 1  
6. (To motorists only.) What do you do when you find yourself with an empty cigarette carton? 1  
Chuck it out of the window 48  
I say! Can you tell me where one can get cigarettes here? 45  
Sorry, I don't smoke. 4  
Officer, this man is annoying me! 3  
7. Do you leave empty bottles on the beach? 4  
Not if there's tuppence to collect on 'em, you bet! 41  
Rather! Good fun for the kids to throw stones at 'em. 35

### A Competition Article

This article and those on pages four and six were entered for the "L.G.S." contributions competition. Each entry published will be paid for at the normal rates, and entries later judged to be the best, will receive prizes of up to 12 guineas. Details appeared in the April journal.

vast crowds of holiday makers and others who thronged the streets, gardens, and sea-front, and thus to obtain replies from a representative (See Note 1) cross-section of the public.

The council has not yet decided what further action it will take, but, in the meantime I am permitted to disclose the tabulated summaries prepared with meticulous care by the Special Observer.

1. Why do you throw away sandwich papers, paper bags, etc., when you have finished eating? 57  
Got no further use for 'em, see. 29  
Cos I can't eat 'em. 29  
Well, everybody does. 12  
'Op it! 1  
Gertcha! (See Note 3). 1
2. Have you seen the litter baskets and/or bins provided by the local authority? 49  
Can't say I've noticed. 22  
Is that what they're for? (See Note 4). 22  
You don't expect us to walk right over there? 22  
Mind your own business! (See Note 3). 6  
Yes. Blinkin' eyesore, I calls 'em. 1
3. What do you imagine happens to the paper, etc., you throw away? 76  
There's men paid to pick it up, ain't there? 20  
Don't know and don't care. 20  
I expect the mice eat it, ducks (See Note 4). 2  
Search me! 2
4. What do you do with apple cores, orange peel, banana skins, etc.? 69  
Chuck 'em away, of course. 22  
Leave 'em for the dicky birds, poor little things. 8  
Banana skins! You tryin' to be funny? 2  
Clean me teeth with 'em (See Note 5). 1
5. Do you agree that it is anti-social to scatter litter? 57  
Put someone out of work if I didn't, wouldn't it?

## AT RANDOM

### Thought for the Month

REMEMBER—when peace didn't have to be waged?

### Pensioner's Paradise

"JUDGE BENTLEY, one of our most eligible bachelors, is retiring from politics. Hale, hearty, and fifty-five, the Judge says he wants a little peach and quiet."—U.S. Newspaper

### Spectre in the Lab.

"SEVERAL times recently I have referred to haunted council offices, spiritual town clerks, and other phenomena. The latest report concerns Nottingham Corporation, where three witnesses have run into a ghost at the public health laboratory while attending to guinea-pigs kept for experimental purposes.

"The three descriptions agreed. Said one, an assistant: 'The animals suddenly were silent. The air was cold. Then we saw her—a nurse, pretty with golden-brown hair, aged about 27. She glided by and vanished.'

"With the majority of ghosts you either have to take them or leave them as they appear, but this one sounds too good to be true."

—Contractors' Record

### Brevities

Of all the things I enjoy not doing, not listening to the radio is my favourite.—John Crosby  
Anatomy is something we all have. But it looks a lot better on a girl.—Bruce Raeburn

### Merrie England

SUPT. YOUNG said that no objection was taken to properly organised carol singers with adults in charge on Christmas Eve and Christmas Day, provides the necessary application had been made to the Watch Committee and granted by them.—"The Star"

When Berwick goes gay in 1951 for the Festival

The tide washes 'em away all right.

That's what it's for (See Note 4).

Why not? All good for trade.

Not since I left a full one there by mistake.

That was ten years ago and I haven't forgotten it yet.

It is unfortunate that the Special Observer at the conclusion of his inquiries, slipped a banana skin and sustained a fracture of left tibia. Though not directly associated with the object of his investigation, he has prepared as a matter of sociological interest, the following analysis of the remarks overheard at the scene of the accident:

Ha! Ha!

Ho! Ho!

Gosh! Old Nosey-Parker's copped it!

Hard luck, mate!

### NOTES

1. In practice, the only persons deliberately excluded from the investigation were open-ice-cream-lickers. After twice, painfully moving portions of ice-cream from his eye, the Special Observer decided not to pursue inquiries further in that direction.

2. It is not claimed that the exact words used on all occasions are given in these tables, the general tenor of the replies is as far as possible accurately represented.

3. Violent expletives have here been omitted or paraphrased, but can be studied in detail at the Town Hall by those who obtain written permission from the Mayor, countersigned by the Town Clerk.

4. It is not definitely known whether the remark was intended to be taken seriously.

5. The Special Observer ventures the opinion that this remark may have been meant to be facetious.

## by "Hyperion"

of Britain celebrations, the public conveniences are to be reconditioned as part of the festivities. —Berwick Journal

### Committees

It is a thousand pities  
And one of the worst of menaces  
That all committees  
—By a sort of parthenogenesis—

Almost at once and as if to prove their worth  
And quite impervious to snubs  
Give birth  
To not less than four little subs.

Wherefore I have sometimes thought  
That it might be very nice  
If each newly formed committee could be caught  
In time, and fitted with a suitable contraceptive device.

—The Lancet

### Fable Without a Moral

A partridge met a she-elephant and squeaking with alarm: "Oh! please careful; this is my nest."

"Ah," said the elephant, "I feel for you deeply. I myself know what it is to be a mother." So saying, she sat upon the egg (I offer a prize of 5s. for the best mock facetious for choice, to the above fable.)

### Melting Reply

Wife: How do you like this frozen food?  
Husband: Delightful. Did you thaw yourself?

### Funereal Reflective

Among the anthropophagi  
People's friends are people's sarcophagi. —Ogden Nash

### Epitaph for an Alderman

That he was born it cannot be denied;  
He ate, drank, slept, talk'd politics—and died.



# R. Begins at Home : Another NALGO Publican : New N.E.C. Member

THE main purpose of NALGO's public relations policy is to encourage man in the street to think more highly of the public services and those who provide them. We try to do this in many ways—through films, exhibitions, press releases, lectures, and so forth. But it is true that the best public relations work is day-to-day work and the best P.R.O. service can have is the individual officer, whether he be the boss or the office boy. It is by his conduct—his courtesy, his tact, his sympathy, his efficiency, or by his lack of these qualities—that the service will be judged.

That is why, in our public relations propaganda, we have always stressed the importance of individual conduct. But branch P.R. committees have been nervous of tackling this question. That is understandable: it is so difficult for the man who urges courtesy on his colleagues to be accused of preaching, of hypocrisy, or of being a hypocrite.

At last a branch has had the courage to tackle the problem, and I salute Wandsworth's enterprise. Under the title "Personal Service in Wandsworth," its public relations committee has prepared, and the branch committee has published, a little book of advice and hints on how to provide "better service for the public" as a corollary to the service of the public.

The pamphlet deals simply and tactfully with those little points of interviewing, letter writing, answering the telephone, directing customers, which are so important yet so obvious that they are often overlooked.

The branch printed 1,000 copies and sent them to each officer. Chief officers, without exception, approved and praised it. The rank file, as was to be expected, gave it a mixed opinion—comments ranging from "About as good as a Colossal cheek." Nevertheless, the pamphlet has undoubtedly enhanced the branch's prestige. The P.R. committee is very modest about it, agreeing that "Good officers are better taught by example than by precept," but adding "if the pamphlet has reached a few members of this truth, its production and distribution will have been amply justified." I heartily agree—and commend the example to others.

## Electricity Man for N.E.C.

WELCOME this month another new member to the National Executive Council. He is H. BEWES, electricity representative for the Eastern district, replacing G. A. WHITE, whose resignation I recorded last October. Mr. Bewes, who is now secretary of the Luton district of the Eastern electricity board, and of the Luton electricity branch, worked in municipal electricity departments from 1926 until vesting day at Lancaster, Bingley, and Luton. His membership of NALGO also dates back to 1926, and his zest for the Association is evident from the various committees of which he is a member.



H. Bewes

## Good Cheer Ahead!

I SEEM destined for a happy, if bibulous future. No sooner had my paragraph recording the invitation I had had to "drop in and have one" with Mr. Dunning, licensee of the Fox and Hounds Inn, Tilston, and a



Mr. and Mrs. Clayton, behind the bar.

NALGO member, appeared last month, than it was followed by one to "have two" with E. A. CLAYTON, assistant clerk of Docking R.D.C. and proprietor of the Norfolk Hero, Stanhoe, King's Lynn—the oldest inn in Norfolk. To these generous invitations he adds one from several of his customers—longstanding NALGO members—to join them in a round or two.

As well as being a NALGO member, Mr. Clayton, like Mr. Dunning, is a member of his parish council and of the school management committee. He acquired the inn to solve his personal housing problem.

## Double Office

A DISTINCTION which is surely unique in NALGO has been conferred on A. E. ODELL, deputy town clerk of Poplar and chairman of the N.E.C. education committee. Mr. Odell has been for many years a member of the Metropolitan district committee and became its secretary last year. At the annual meeting last month, the general purposes committee, wishing to recognise his long and able service, nominated him for the chairmanship—but, since he had proved so efficient a secretary, asked him to retain that office and thus be both chairman and secretary combined. The district committee agreed—and so did Mr. Odell, notwithstanding the heavy labour involved. As he pointed out, it has some advantages: when the secretary wishes to consult the chairman he will not have far to go.

## For Yorkshire Photographers...

THE Yorkshire district committee has launched a competition for amateur photographers in the county. There are two classes—for beginners and advanced workers. No subject is barred, provided it is of a "purely artistic, pictorial character" and has no connection with the officer's work. Prizes totalling £10 are being offered, and entries will be judged by three eminent Yorkshire photographers. The closing date is March 31. Details from branch secretaries in the area, or from the competition secretary, C. W. SIMS, 31, Greenhill Main Road, Sheffield, 8.

## ... and Midland Sportsmen

The West Midlands district committee wants to raise a Rugby team to meet the South Wales enthusiasts, writes the district sports secretary, JOHN HORSFALL, Weights and Measures Office, Salop Street, Wolverhampton. Will interested

## There's still Time to Get Your NALGO DIARY—

—The ideal vest-pocket diary, plus 34 pages of essential NALGO information. Copies can be had from Headquarters, price 2s. 9d. post free, plain backed or with season-ticket pocket.

members send Mr. Horsfall their names and addresses, and details of the club side for which they regularly play and their position on the field—to reach him by January 15?

## W.E.A. Appointment

THE Workers' Educational Association is advertising for a national organising secretary. He must have detailed knowledge of W.E.A. policy and wide experience in the trade union movement. His main functions will be to maintain contacts between W.E.A. districts, branches, and centre, and to undertake the administrative and organising functions connected with the Workers' Educational Trade Union Committee. Commencing salary is from £700-£750, according to qualifications and experience. Application should be made on a special form, to be obtained from the General Secretary, W.E.A., 38a, St. George's Drive, London, S.W.1, and returned to that address not later than January 10.

## Jack Shepherd

IT is with especial regret that I bid farewell this month to a colleague who, more than any other, has helped to keep "L.G.S." livelier than the sober nature of much of its contents might have demanded. Jack Shepherd, who joined NALGO as a junior in 1933 and became assistant editor of "L.G.S." in 1946, left last month to take up the more responsible appointment of public relations secretary to the British Federation of Master Printers.

"Shep," as he was known to Headquarters' staff and many members, had a genuine flair for journalism and especially display. Put in charge of "L.G.S." in 1937, before the present editor was appointed, and lacking then any training or experience, he quickly showed his mettle, and introduced many improvements. He served with distinction in the Army throughout the war, rising from the ranks to a captaincy, and being severely wounded near Arrhem—then, on his return, initiated a series of reforms, including pictorial covers, better displayed headlines, well-chosen illustrations, which would have been still more effective, but for continuing shortage of paper. I wish him well in his new sphere.



Jack Shepherd

## Obituary

I REGRET to record the death at 88 of JAMES BELL, B.A., a former supervisor of Stockport Juvenile Employment Bureau, which post he was the first to occupy in 1906. Mr. Bell was a tutor of the NALGO Correspondence Institute from its beginning in 1920 until quite recently.

## House Exchange

Birmingham—Semi-det. house, 2-bed., 2 recep., bath, garage (86 years lease) for similar 3-bed. Cardiff—Newport area.—Northam, 40, Carmodale Avenue, Perry Barr, Birmingham, 22.



## EDUCATION NOTES

by K. S. CARTER

**Districts to Nominate Students for Dutch and Oxford Schools: International Exchange Plans**

THE N.E.C. has approved a new method of allocating places at this year's summer schools. Each district and area education committee is being asked to make itself responsible for providing a number of students—the number, and the method of allocating places being left to local decision.

It is hoped that each district will decide how many places it will fill by the end of this month. At the same time, any student wishing to attend one of the schools independently may apply direct to Headquarters.

So far, two schools have been planned:

In Holland, where the Dutch Institute of Administrative Sciences is arranging an interesting programme. The school will be held in the same place as last year—the delightful conference centre of the Drakenburgh, near Hilversum, from which it is easy to reach many large Dutch towns, including the Hague and Amsterdam. Lectures will be given on the Dutch local government system; there will be organised visits to Amsterdam and Hilversum; and students are to be given more free time than last year for private excursions. Every effort will be made to enable specialist officers to visit the places and services in which they are most interested. The cost, including fares and excursions, will be about £18 for the week, while it is hoped to arrange for those who want to spend an extra week in Holland to do so at party travelling rates.

The date has not yet been fixed, but we are trying to arrange for it to be in August or September.

In Oxford, where a school is again being arranged at Oriel College, from July 8 to 15. This school will, it is hoped, be attended by up to thirty Dutch local government officers.

The general theme of the school will be the place of local government in democratic society. In addition, special lectures will be provided for our Dutch guests on the economic, social, and political structure of this country, which the English students may attend if they wish. The fee will be £7 7s. for members, including £1 ls. to be paid as a non-returnable registration fee, and, here also, early registration is advised.

For 1951, the possibility of holding a school in Sweden is being examined. Mr. PHILIP ANGER, President of the Swedish union of local government officials, who visited NALGO Headquarters last month, is anxious to arrange for the school to be held near Stockholm.

**International Exchanges**

MR. ANGER also discussed another aspect of the Association's international activities—vacation exchange visits—and he has promised to supply a list of Swedish officers who would like to come to this country this year. He took back with him a list of members who have told Headquarters of their wish to go to Sweden. I shall welcome further names, together with information about any who have already sent their names but now wish to withdraw them.

I am also inquiring into the prospects of arranging exchanges with officers in other European countries, and shall be glad if all members interested in going abroad under the scheme during the year will let me know immediately, so that there will be time to complete the arrangements.

**Electricity Supply Law Course**

THE N.C.I. course in electricity supply law is now available to students, at a cost of £3 for members. The course is issued in

loose-leaf form, together with all necessary Stationery Office publications. Enrolment forms and further information can be obtained from the education department at 1, York Gate, London, N.W.1.

**Two Cheshire Courses**

A FIVE day course on "Local Government To-day" is to be held at the Burton Manor Residential College, Burton-in-Wirral, Cheshire, from February 5-10. It will be followed, on April 10-15, by a refresher course in librarianship, organised in conjunction with the North Western Librarians' Association. Similar short courses, many of interest to members, are held at the College nearly every week. The programme can be obtained from the Warden, Dr. A. M. Brown.

**L.G. Course at Stoke**

PROMOTION examination students will be specially catered for in a local government course to be held at Wedgwood Memorial College, Stoke-on-Trent, from January 23-27.

Although the main purpose of the course is to provide lectures and opportunity for discussion on some of the problems arising in local government today, there will also be tutorial groups to cover many of the subjects of the promotion examinations syllabus. These

## SCOTTISH NOTES

By R. DE

**District Committee Reviews Its Year's Work and Plans Activities for 1950**

"A guid New Year tae ane an' al"

*This wish I send to you,  
With unity in all its ranks,  
There's much NALGO can do.  
If all you members keep in mind  
That NALGO's you of course,  
And back your branch officials up  
By turning out in force  
Official side is bound to note  
This fact and give it heed.  
Then will your claims receive their due  
And NALGO prove its strength indeed.*

WITH this New Year message I remind members that a branch's strength lies in the number of its active members and that a committee works better if it knows that members are really interested in what is happening.

The district committee's annual meeting was held at Edinburgh, on December 17. R. ADAMS was presented with a clock and portable radio in appreciation of his past services to the Association as a member of the National Executive Council and the J.I.C. staff side, and as chairman of the district committee and the district B. and O. Fund sub-committee.

This happy ceremony completed, members considered the annual report. This provided a comprehensive review of the Association's activities in Scotland during the year, and should be studied by all who are tempted to ask—or who may be asked—"What is NALGO doing?"

**Equal Pay Campaign Supported**

A recommendation from the women's services committee, supported by the finance and general purposes committee, that grants of £5 5s. each be made to the equal pay campaign, and to the cost of a proposed film on equal pay, to be made by Miss Jill Craigie, was approved.

The financial report and a statement of

**C.C.S. Local Government & Public Administration Exams**

The next examinations are to be held June 13, 14, and 15, 1950. The closing date for entry is April 1, 1950.

For syllabus and forms apply to Secretary, Corporation of Certified Secretaries, 28, Fitzroy Square, London, W.1.

will be taken by staff tutors of the Oxford University Delegacy for Extra-Mural Studies tutorial classes committee. Lecturers will be local government officers and other recognised experts, and topics will probably include *Local Government Areas*; *Municipal Administration*; *Democracy in Local Government*; *Local Government Services*.

**Broadstairs Week-end School**

THE South Eastern area education committee is organising a weekend school primarily for promotion examination candidates Broadstairs from April 14-16. The school will be run by the Oxford University Extra-Mural Delegacy and the lecturers are expected to include F. W. JESSUP, assistant education officer, Kent education committee, and B. KEITH-LUCAS, senior lecturer in local government at the University. The fee will be £1 for NALGO members and 35s. for non-members. Entries must be received by January 15. The school will be held at ALDERTON, County Library, Springfield, Sling Road, Maidstone, Kent, by February

next year's estimated expenditure were proved, and Mr. ALLAN was congratulated on his first year's work as honorary treasurer. The district committee levy is to be maintained at £1 10s., excluding small and new branches.

**School of Branch Management**

The delegates to the recent national week-end school of branch management gave a full and instructive report. A similar school will be organised on April 29 and 30 by the N area co-ordinating committee. The district committee will pay approved expenses of administration of this and any similar schools arranged in other areas.

The 1950 summer school at St. Andrews will be held from August 19-26.

Officials of the Scottish Education Department have been approached about the possibility of instituting local courses in local government. The result of the inquiry will be reported in these notes as soon as it is known.

Since the Association's president, E. A. YOUNG, will probably visit Scotland early in May, the date of the district committee spring meeting was fixed for May 6.

There are now 90 branches in Scotland, 27 new branches having been formed during the past year. 300 appeals are awaiting decision by the J.I.C. staff side.

**132 Miles to Attend A.G.M.!**

Such is their desire to have first-hand knowledge of their trade union's activities, that one of the eleven Fort William members Inverness county branch attended the A.G.M., even though it meant travelling miles there and back to do so. Is this record?

This far-flung branch, with members scattered throughout the islands of Harris, North South Uist, Barra, and Skye, encourages distant members to attend meetings by helping to defray the travelling costs.



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13 x 8 Duplicating Paper.	@	4s.	4d.	per ream.
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740 SHAKESPEARE HOUSE, 17 STRATFORD PLACE, LONDON, W.1.



### Silas couldn't believe it

"The sight of the empty hole made his heart leap  
violently, but the belief that his gold was gone  
could not come at once—only terror..."

'SILAS MARNER' by George Eliot

The gold that Silas Marner had hoarded so  
carefully and thought so safely hidden under  
the bricks in the floor was gone—stolen! Today,  
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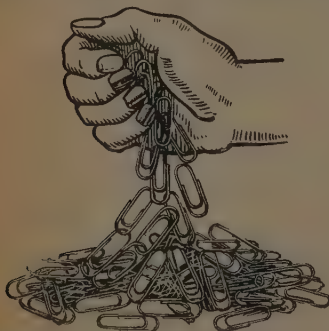
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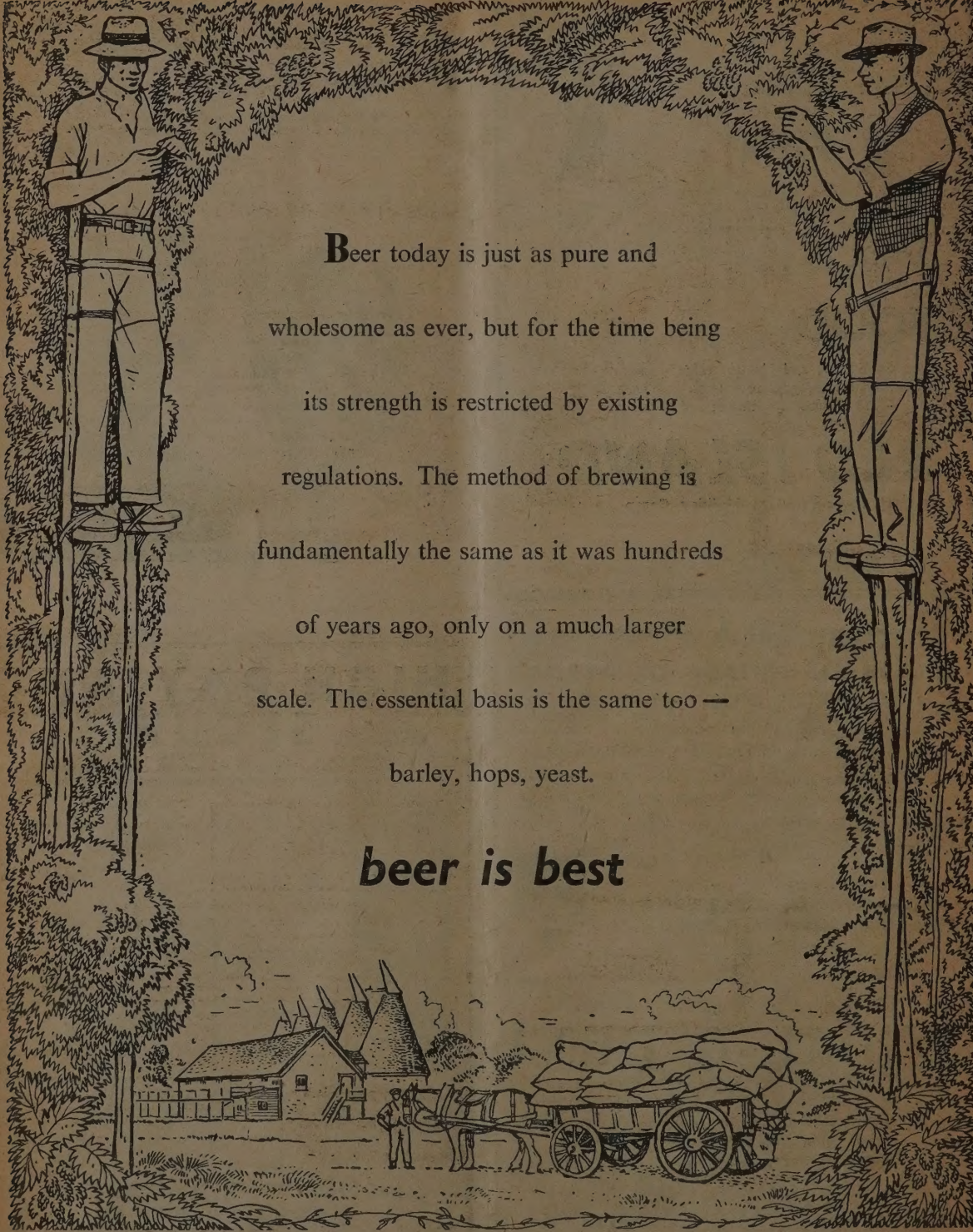
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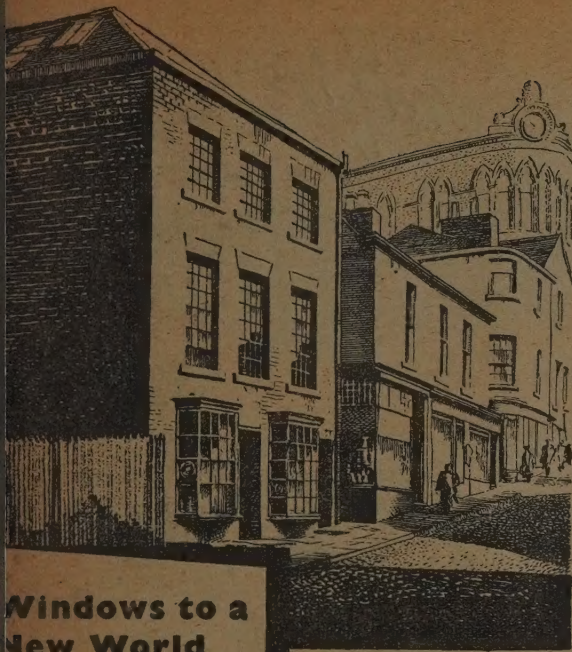


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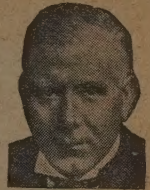


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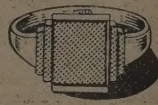
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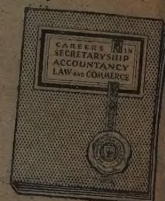
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